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GREATEST LEADERS

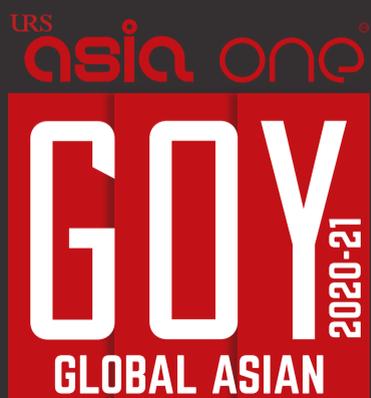
ASIA-MIDDLE EAST-AFRICA

2020-21



URS **asia one**TM

Presents





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STRATEGY, BRANDING PLATFORMS AND BUSINESS RESEARCH

URS business research practice specializes in providing a full suite of qualitative and quantitative market research, business advisory and consulting services. This practice boasts of some of the largest corporate houses, leading consulting firms and government agencies, and we derive a significant portion of our business through our research-based IPRs.

A global business model, language capabilities and highly motivated researchers with deep domain expertise allow us the capability of execution of projects ranging from simple company profiles to complex strategic market-entry projects. Our research capabilities supported by flexible engagement models allow us to nurture relationships with clients, which may be from entry level to brand enhancement platforms.

The approach of URS is to arrive at a solution with a blend of both primary as well secondary research. We have subscription to as well as experience of working with various proprietary and public databases. Through primary research, we assist our clients across B2B and B2C surveys (online and face-to-face), Focus Group Discussions and Expert Interviews.

URS MEDIA CONSULTING INTERNATIONAL

We are a leading International Media house with a Business & News publication, named "URS-AsiaOne", which has presence in electronic and print media.

Our reader audience is in twelve countries of Asia and the Middle East, namely India, the UAE, Bangladesh, Sri Lanka, Singapore, Hong Kong, Thailand, Indonesia, Saudi Arabia, Kuwait, Qatar and Oman, with a highly professional network of a full-time editorial team and some of the best authors in the region.

Research Methodology

**7th Edition – World’s Greatest Brands & Leaders 2020-21,
5th Edition – Asia’s Greatest Brands & Leaders 2020-21 and
6th Edition – India’s Greatest Brands & Leaders 2020-21**

The 120 World’s Greatest Brands & Leaders 2020-21, Asia’s Greatest Brands & Leader 2020-21 and India’s Greatest Brands & Leader 2020-21 are a research-based listing of Brands using both primary and secondary data researched across sixteen industries and sixty-two sub-categories evaluating Brands from all over Asia.

World’s Greatest Brands, Asia’s Greatest Brands & India’s Greatest Brands are a mission where brands are scanned, researched, understood and, after much deliberation by a competent team of experts, put on deserving pedestals for the admiration and veneration of the world. We delve into the history of the brands, let their beams of achievement play with us, feel the fire within these brands, and move along with their driving force. Finally, after the revelling in the process, we feature our humble yet expert insights into the making and rising of these brands that are truly the Greatest! For anyone who is interested in the success story of these Asia’s greatest brands, or the fire within that made them succeed, or the driving force that put them on the path to great success, or finally the certitudes that make them great and the beacon of tomorrow that provides a hint and an insight into their future, we render in a transparent manner all the desirable information about these brands and more.

World’s Greatest Leaders 2020-21, Asia’s Greatest Leaders 2020-21 and India’s Greatest Leader 2020-21

A few Leaders of the final 120 list of World’s Greatest Brands Asia’s Greatest Brands & India’s Greatest Brands may be recognized for their contribution in building the brand. A number of these brands have corporates, entrepreneurs, first-generation or inheritance entrepreneurs, cooperatives, CMDs, Board of Directors involved behind the brands. Hence a qualitative assessment would be done in the form of a research Leader Form which will have aspects of Vision for the company, Growth aspirations, and Corporate Social Responsibility. Finally, the Leader Forms with primary research data filled by the leaders will be sent to the jury for scoring along with the Brand scoring forms.

The various phases of the Research Methodology will be as follows:

Phase A

The first phase of the research will be initiated by generating a list of categories (to be covered under the purview of the survey mentioned at the end of this document).

The entire research platform will be divided into:

A list of about 1200 brands across 16 industries and 62 sub-categories will be drawn up through secondary research driven by the URS Media research team and AsiaOne editorial team using online surveys via:

- Google Analytics
- Market studies
- Industry white papers
- Category-specific brand reports
- Brand-specific scrutiny

*Companies with net revenue exceeding US\$12 billion will not be considered. Group turnovers will not be considered but may be only that of individual companies.

Phase B

The preliminary list of 1200 Brands generated of World's Greatest Brands & India's Greatest Brands will be scrutinized and graded on a scale of 1 to 10 (where 1 is the lowest and 10 is the highest) by the research and editorial teams to generate a list of the top 300 brands based on the following parameters:

1. Brand Popularity
2. Brand Innovation
3. Brand Growth
4. Brand Promise
5. Brand Impact

Phase C

JURY AND BRANDS & LEADERS SCRUTINY QUESTIONNAIRE:

The list of the top 300 brands will then further be scrutinized by an independent jury. The brands will be rated on the parameters of Brand Popularity, Brand Innovation, Brand Growth, Brand Promise and Brand Impact on a scale of 1 to 10 (where 10 is the highest and 1 is the lowest).

FINAL PHASE & LISTING OF THE TOP 120 BRANDS

The final phase of the research will entail the analysis of the jury and editorial questionnaire ratings based on the abovementioned parameters and weightage assigned below by the research and editorial teams:

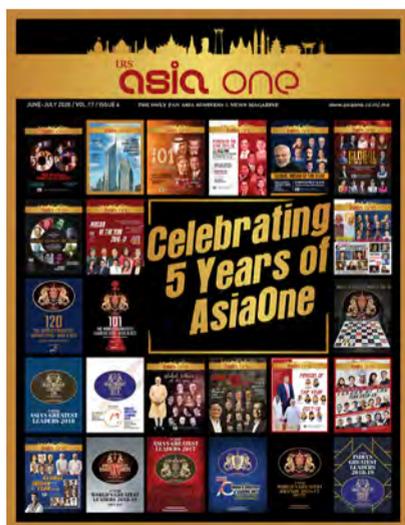
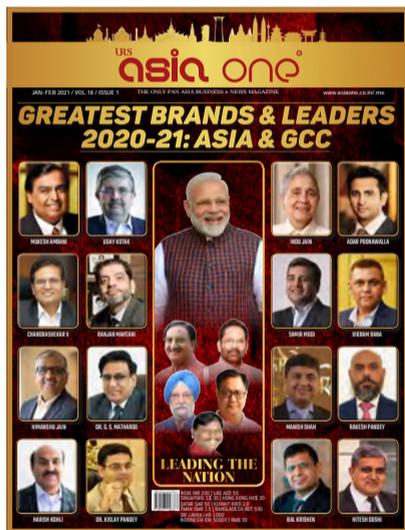
ANALYSIS: The 120 World's Greatest Brands and Leaders, Asia's Greatest Brands and Leaders and India's Greatest Brands and Leaders list will be based on the cumulative scores of the shortlisted Brands received from the Jury Council and the research and editorial teams.

URS Media's editorial team will shortlist from 1200 to 300 and then based on the weightage given to the independent Jury scoring a final list of 120 Brands will be created.

The list of the 16 industries and their sub-categories covered under the purview of the study is as follows: Automotive, Education, Energy & Power, Finance, Food & Beverages, Healthcare, Household Products, Infrastructure, IT & Telecom, Lifestyle, Manufacturing, Media & Entertainment, Personal Care, Real Estate, Retail and Services.

Disclaimer

*In addition to the above methodology, a few Brands with relatively competitive scoring may be part of the list due to their recent year-on-year growth and emergence as a brand, but, these companies would be featured, if any, under Editor's Choice feature and awards.



URS-AsiaOne Magazine strives to deliver news and analysis on business, policy and lifestyle covering Asian and African continents, with participation from Europe and South America. We also do six special research-based issues in a year, with process advisory and evaluations by one of the big four consulting firms, and create and finally have an individual IPR – intellectual property – on the same. A few pieces of research, we have conducted across the continent of Asia, have been multiple industry features and then industry-specific researches on Education, Real Estate, Healthcare, Services, Infrastructure and Manufacturing sectors. The core has been to create par excellence print products in terms of magazine issues and coffee table presentations, along with Business Summits and Brand & Leader awards recognizing some of the greatest companies in the Asian and African continents. We endeavour to present business news from Africa, Asia and the Middle East, and create perceptions and provide thought-provoking content and stories, not only recognizing the established brands and leaders but also bringing forward influential and emerging stories on companies and their business owners. In short, we provide ... for the acclaimed leadership and the esteemed readership.

SEVENTH EDITION – WORLD’S GREATEST BRANDS AND LEADERS 2020-21, FIFTH EDITION - ASIA’S GREATEST BRANDS AND LEADERS 2020-21, AND SIXTH EDITION - INDIA’S GREATEST BRANDS AND LEADERS 2020-21

The goal of World’s Greatest Brands & Leaders, Asia’s Greatest Brands & Leaders, and India’s Greatest Brands & Leaders is to identify those brands, which perform above and beyond others within the global businesses and markets. It identifies and honors exceptional brands by recognizing, rewarding, and reinforcing leading brands from all over Asia. Only those brands which are highly rated, approved and validated by independent World’s Greatest Brands & Leaders, Asia’s Greatest Brands & Leaders, and India’s Greatest Brands & Leaders Jury Council are eligible for inclusion in any World’s Greatest Brand, Asia’s Greatest Brands & India’s Greatest Brand of the Year program. Those brands accepting the call to participate for the year 2020-21 program, after being scrutinized, with focus on both primary and secondary data, enjoy a comprehensive package of promotional benefits covering print, portal and broadcast media, which vary depending on the market needs in each individual country. Attaining the status of World’s Greatest Brand, Asia’s Greatest Brands, & India’s Greatest Brand strengthens a brand’s position, adds prestige, spotlights a brand in a competitive market, and positions it as a success model. Qualifying Brands are automatically invited to become members of the international network and can take part in a PR and media campaign.

GUESTS OF HONOUR

At

*14th Edition of Asia-Africa Business & Social
Forum: Awards & Business E-Summit*

&

**Greatest Brands and Leaders 2020-21
Asia-Middle East-Africa**



Shri Anurag Singh Thakur ji
Hon'ble Minister of Information and Broadcasting; and Youth Affairs and Sports, the Government of India



Shri Mukhtar Abbas Naqvi ji
Hon'ble Union Minister of Minority Affairs and Deputy Leader of the House in Rajya Sabha, the Government of India



Shri Gajendra Singh Shekhawat ji
Hon'ble Union Minister of Jal Shakti, the Government of India



Shri Kiren Rijiju ji
Hon'ble Minister of Law & Justice, the Government of India



Dr. Ramdas Athawale
Hon'ble Minister of State for Social Justice & Empowerment, the Government of India



Sadhvi Niranjana Jyoti
Hon'ble Minister of State for Rural Development; Consumer Affairs, Food & Public Distribution, the Government of India



Gurudev Sri Sri Ravi Shankar
Renowned Spiritual Leader and Founder, The Art of Living Foundation



Shri Anupam Kher
Legendary Actor, The Indian Film Industry; and Founder, Anupam Kher Foundation



H.E. Mrs. Yasiel Alines Burillo Rivera
Ambassador of the Republic of Panama to the Republic of India



H.E. Mr. Andrei Rzhessky
Ambassador of the Republic of Belarus to the Republic of India



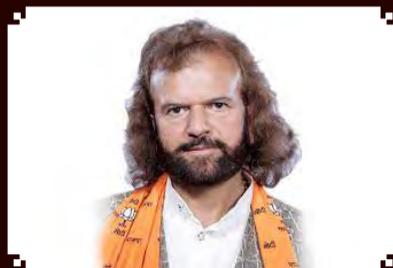
H.E. Dr. Tizita Mulugeta Yiman
Ambassador of the Federal Democratic Republic of Ethiopia to the Republic of India



H.E. Mr. J. S. Ndebele
High Commissioner of the Republic of South Africa to the Republic of India



Shri Gautam Gambhir
Hon'ble Member of Parliament, The Government of India and Founder, Gautam Gambhir Foundation (GGF)



Shri Hans Raj Hans
Legendary Singer and Hon'ble Member of Parliament, The Government of India



Shri Manoj Tiwari
Hon'ble Member of Parliament, The Government of India



Shri Ravi Kishan
Hon'ble Member of Parliament, The Government of India

CONTENTS

PERSON OF THE YEAR

Aliko Dangote	14
Graham Bright.....	16
Sonnie Babatunde Ayere.....	18
Rajiv Kumar Pal	20
Parvez Jasani.....	22
Amit Gaur.....	24
Asheesh Chanda.....	26

GLOBAL ASIAN OF THE YEAR

Madam Ho Ching.....	30
Dr. Sukanta Kumar Jena.....	32
Sankey Prasad.....	34
Biren Ghose	36
Mandar Patil.....	38
Talal Al Ajmi.....	40

30 Madam Ho Ching



*Madam Ho Ching,
Executive Director & Chief Executive
Officer, Temasek Holdings*

14 Aliko Dangote



*Aliko Dangote,
President & Chief Executive Officer
Dangote Group*

16 Graham Bright



*Graham Bright,
Head - Compliance & Operations,
Euro Exim Bank (EEB) Ltd.*

ICONIC

Mohamed Mahmoud Ahmed El-Etreby.....	98
Poojya Shri D Veerendra Heggade.....	99

GLOBAL INDIAN OF THE YEAR

Amitt Nenwani.....	44
Arun Kar.....	46
Ashish Khandelwal.....	48
Birendra Sasmal.....	50
Dipak Choudhary.....	52
Dr. Biplab Kumar Biswal.....	54
Dr. Krishan Kishore Mathur.....	56
Dr. P Shyama Raju.....	58
Dr. Suresh Menon.....	60
Himansu Mohapatra.....	62
K. Shyamprasad.....	64
K.G. Baburajan.....	66
Mahendra Vora.....	68
Maneesh Tripathi.....	70
Mohan Kumar Sundaram.....	72
Naresh Kumar Dinodiya.....	74
Parveen Goyal.....	76
Prakash Goenka.....	78
Prasad Guntupalli.....	80
Rajesh Jejurikar.....	82
Ramesh Awtaney.....	84
Rishi Mehta.....	86
S. Durgaprasad.....	88
Sree Balaji.....	90
Sumesh Satyan.....	92

128 Savitri Jindal



*Savitri Jindal,
Chairperson Emeritus, OP Jindal
Group*

18 *Sonnie Babatunde Ayere*



*Sonnie Babatunde Ayere,
Group Managing Director/CEO,
DLM Capital Group*

POWERFUL

Anand Sanghi.....102
Arvind Jain.....103
Dr. Arvind Kapur.....104
H.P. Budhia.....105
Kris Puthucode.....106
Manish Chhabra.....107
Rajiv Shah.....108
Sunil Subramaniam.....109
Suprita Reddy.....110
Vasa Srinivasa Rao.....111

**BLACKSWAN
WOMEN
ENTREPRENEURS**

Savitri Jindal.....128
Aditi Parekh.....129
Aparna Gorrepati.....130
CA Veena Abhaykumar Dahotre.....131
Deeksha S Kumar.....132
Dr. Duru Shah.....133
Dr. Mamta Binani.....134
Dr. Republica Sridhar.....135
Dr. Vidya Sravanthi.....136
Fazeela Gopalani.....137
Geetha Nagpal.....138
K. Renuka Raju.....139
Madhu Jain.....140
Prof. Sasmita Samanta.....141
Ravneet Pawha.....142
Shweta Ravi.....143
Sunila Yadav.....144
Taruna Prayasvin Patel.....145

98 *Mohamed Mahmoud Ahmed El-Etreby*



*Mohamed Mahmoud Ahmed El-Etreby,
Chief Executive Officer,
Banque Misr*

**YOUNG ASIAN
ENTREPRENEURS**

Ajay Shetty.....148
Anant Goenka.....149
Anant Kanoria.....150
Anisha Shastri.....151
Ankit Aditya Pradhan.....152
Archit Goel.....153
Arjun Amin.....154
Baskar Agneeswaran.....155
Bhupinder Singh.....156
Chandras Panigrahi.....157
Dishant Bhojwani.....158
Gagan Arora.....159
Gaurav Agarwal.....160
Jatin Chokshi.....161
Kairav Engineer.....162
Ketan Chokshi.....163
Manu Jain.....164
Niyati Kanakia.....165
Raghuraman Ramamurthy.....166
Rajesh Bysani.....167
Rishab Gupta.....168
Shilpa Mittal.....169
Tejas Niranjani.....170
Varis Sayed.....171
Vikram Nagaich.....172
Vimal Prakash V......173

149 *Anant Goenka*



*Anant Goenka,
Executive Director,
The Indian Express Group*

**FASTEST GROWING
LEADERS**

Anil Kejriwal.....175
Deb Mukherjee.....175
M. Revanth.....176
Vijay Kadechkarr.....176
Vijayaraghavan Venugopal.....177
Yugal Kishore Sharma.....177

EMERGING

Anand Rajan.....114
Chandan Kumar.....115
Dr. G. Anil Krishna.....116
Fazlur Rahman.....117
Gerald Jaideep.....118
HP Lakshmana.....119
Irtiza Ali Mirza.....120
Jayanth Jain.....121
Kapal Suresh Pansari.....122
Prakash Jaindani.....123
Raza Ali Mirza.....124
Safwan Sobhan.....125

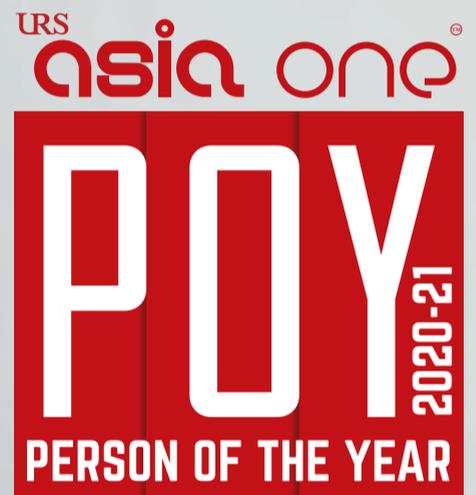
ALIKO DANGOTE



SONNIE BABATUNDE AYERE



PARVEZ JASANI



RAJIV KUMAR PAL



AMIT GAUR



GRAHAM BRIGHT



ASHEESH CHANDA



PERSON OF THE YEAR 2020-21

In continental world opportunities transcend nations, sustainability ties business across geographies, and organizations leverage competitive capabilities. To make the most out of opportunities and accomplish universal goals, there are certain exceptional and outstanding leaders with a tenacious vision, revolutionary ideas and skillful execution. Their distinctive vision to create globally competent and sustainable organizations, the prowess of taking everyone together, and the fervour of overachieving by outperforming others is what makes them Global Leaders in the true sense of the word.

These contemporary think-tanks with their global entrepreneurial outlook, out-of-the-box creations, they transformed the industries and inspired the young generations. AsiaOne Magazine carefully brings together a list of a few distinguished and exclusive luminaries who are a perfect blend of greatness and humility and deserve the coveted titles of AsiaOne Person of the Year 2020-21

Creating Future For Millions

A Nigerian billionaire and the President and Chief Executive Officer of Dangote Group, Aliko Dangote is the richest African with an estimated wealth of \$13.5 billion. He intends to utilize his wealth to build one of the world's biggest oil refineries to meet the energy needs of his country and the neighbouring nations



Aliko Dangote GCON (Grand Commander of the Order of the Niger) is a Nigerian billionaire and the founder of Lagos headquartered Dangote Group with the designation of President and Chief Executive. He is also a member of the board of the Corporate Council on Africa and the Steering Committee of the United Nations Secretary-General's Global Education First Initiative, the Clinton Global Initiative, the McKinsey Advisory Council, and the International Business Council of the World Economic Forum. Though he was born in a wealthy business family of Nigeria - his great grandfather, Alhaji Alhassan Dantata, was the richest African at the time of his death in 1955 - he was so interested in business that even in his primary school he bought cartons of sugar boxes and sold them to make money.

This gentleman's reputation precedes him, worldwide. The richest in Africa, he also surpassed in 2013 Saudi-Ethiopian billionaire Mohammed Hussein Al Amoudi by over \$2.6 billion to become the world's richest person of African descent.

DECLARING DOMINANCE

Starting in 1978 as a trader of rice, sugar and cement with a loan of \$3000 by a family



“DANGOTE IS NOT ONLY A FOREMOST INDUSTRIALIST IN AFRICA, HE IS EQUALLY LOVED & RESPECTED ABROAD. HE IS PASSIONATE ABOUT DOING EVERYTHING FOR THE PEOPLE OF NIGERIA. HE ENCOURAGES THEM TO INVEST WITHIN THE COUNTRY AND KEEP THEIR PROFITS OR REWARDS WITH THEMSELVES”

member, he soon ventured into full-scale manufacturing. Focusing on meeting the basic needs of the Nigerian population by providing local, value-added products and services, he expanded the Dangote Group by leaps and bounds.

Today, he heads the multi-trillion-naira industrial conglomerate that deals in cement manufacturing, sugar refining, salt refining, oil refinery, polysacks, beverages, flour, pasta, seasoning, real estate, telecommunication, steel and fertilizers with a presence in 18 African countries and employing more than 30000 people. In the late 1990s, Dangote forayed into manufacturing consumer goods such as sugar refining and flour milling and then in cement manufacturing. One of his subsidiary companies is listed on the Nigerian Stock Exchange whose market capitalization is accounts for almost 20 percent of the total capitalization of the stock exchange. The visionary leader also signed a contract for the installation of a large underwater offshore pipeline with CNOOC Group.

CONCLUSIVE CONVINCING

Dangote takes a no neither easily, nor seriously. In 1990s, he got a yes from the Central Bank of Nigeria to be allowed to manage at cheaper rates their fleet of staff buses through his transport company. In July 2012, he approached the Nigerian Ports Authority and received the rights of an abandoned piece of land on lease to build facilities for his flour company. These approvals are not easy to get, but Dangote is capable of convincing others decisively.



LEADER OF PEOPLE

He is passionate about doing everything for the people of Nigeria. He encourages them to invest within the country and keep their profits or rewards with themselves. Dangote's telecommunications project resulted in building 14,000 kilometers of fibre optic cables to supply in entire Nigeria. For this, he was honored as the leading provider of employment in Nigerian construction industry in 2009.

Acknowledging his extensive efforts towards manufacturing and employment in Nigeria, in 2010, President Goodluck Jonathan appointed him as the Chairman, National Job Creation Committee to assist the government in creating employment opportunities for Nigerians.

As a result of his global impressive contributions, recently in June 2021, he has been honoured with Cameroon's top civilian award - the Commander of the National Order of Valour.

In 2015, he was also among "50 Most Influential Individuals in the World" list by Bloomberg Markets and also won 'the Guardian Man of the Year 2015' award. Additionally, he is the Chairman, National Partnership Committee of Government and Private Sector on Technical and Vocational Education and Training (TVET); Member, Honorary International Investor Council (HIIC); a Malaria Ambassador; and Founding Board Member and Patron, Private Sector Health Alliance of Nigeria (PHN), thus contributing towards various aspects such as skill development, good governance and reengineering of the economy, to name a few.

INTERNATIONAL LOVE

In 2013, Alhaji Aliko Dangote, along with six other eminent Nigerians, was conferred Honorary Citizenship of Arkansas State by Governor Mike Beebe, who also declared

May 30 every year as Nigeria Day in the US. Dangote is not only a foremost industrialist in Africa, he is equally loved and respected abroad. He is a member of several national and foreign organizations through which he contributes to the growth and development of people of several countries.

He has been quite active in philanthropic activities including the United Nations' World Food Programme, Clinton Global Initiative, World Economic Forum, United Nations Secretary-General's Global Education First Initiative, Bill and Melinda Gates Foundation, Corporate Council on Africa, and many others thus contributing towards global education and eradication of polio. Dangote entrusted a \$3.3 million complex to Bayero University Business School. He also donated 150 fully kitted operational cars to the Nigeria Police Force and 200 housing units to Boko Haram victims - mostly women and children. He was also associated with the board of directors of the Clinton Health Access Initiative. In addition to this, he had contributed N50 million (US\$ 500,000) to the National Mosque under the aegis of "Friends of Obasanjo and Atiku" and N200 million to the Presidential Library. In 2014, Dangote had donated N150 million for stopping the spread of Ebola virus.

Moreover, to speed-up the work in health, education, economic empowerment and disaster relief sectors, Dangote made an initial offering of \$1.25 billion to the Dangote Foundation which now has become the largest private Foundation in sub Saharan Africa. On behalf of his foundation, he also supports stand-alone projects which have potential for significant social impact and works with state and national governments and national and domestic charities. Recently in 2020, he donated N200 million towards the fight against COVID-19 pandemic.

Banking On Success & Commitment

Graham Bright, Head - Compliance & Operations at Euro Exim Bank (EEB) Ltd. is a man of dreams & convictions. He possesses over 35 years of core domain experience in banking & finance. His strategic brilliance, foresight, & tremendous abilities have earned him a place among the banking industry's top magnates



Graham has a BA (Hons) in Business Studies and is a UK Justice of the Peace (JP) in the Magistrates Court, where he presides over Criminal and Proceeds of Crime trials as well as Crown Court appeals. Over the years, the influential leader has been raising the bar of excellence and innovation in the banking industry. His analytical and strategic mindset and his in-depth industry expertise are his greatest assets. Graham has served in several leadership roles over the last three and a half decades. His role involves consultancy, partner/channel management, and collaborating with industry utilities, regulators, and Central Banks.

A LEADER EXTRAORDINAIRE

Graham embodies the persona of an ambitious individual whose unwavering efforts and high aspirations have propelled EEB to new heights of achievements. Under his quintessential leadership, the bank has witnessed record-breaking growth. Headquartered in St. Lucia (West Indies), EEB, has a representative office in London that deals exclusively with registered corporates and clients in active markets such as the UAE, China, India, Malaysia, Indonesia, Vietnam, Thailand, and Africa. The dynamic leader has



“IF I HAD TO PICK ONE CAREER HIGH POINT, IT WOULD BE MY STINT AT THE EEB, AS THE ORGANIZATION HAS PROVIDED ME WITH MULTIPLE SHINING MOMENTS OVER THE LAST SIX YEARS — EACH UNIQUE AND MEANINGFUL IN ITS OWN WAY”

effectively established a robust network of extremely competent agents, affiliates, and associates in key regions who support the import and export businesses all over the world. Graham is currently concentrating on expanding his business by setting up offices in Singapore, Dubai, and Chennai (India) to capitalize on the burgeoning trade relations between the Middle East and the Far East.

When asked about his career highpoint, the poised leader says, “It is difficult to pinpoint a specific high point as every turning point in my career has been a step closer to the direction of the next pivotal moment.” He adds, “If I had to pick one such high point, it would be my stint at the EEB, as the organization has provided me with multiple shining moments over the last six years — each unique and meaningful in its own way.”

Graham believes that effective leadership calls for good communication skills, whether it’s giving a presentation in front of a group, developing and writing a corporate strategy, or engaging with staff and clients. “I strive to be a good listener and believe in listening with intent while engaging with my colleagues and clients,” says the leader. For him, leadership requires the ability to listen to those who work with and for you.

Like a true leader, he recognizes the importance of resilience even in the face of disasters. “From hurricanes and floods that damaged our offices in the Caribbean and India to the COVID-19 pandemic, we have always been more agile, focused, and flexible than before, and used our expertise



efficiently,” says the bold leader. “In any decision-making process, I always hope for the best and plan for the worst, backed up by critical data, creative thinking, and my experienced teams.”

CULTURE-DRIVEN GOVERNANCE

Graham lives by the rule of doing the right thing at the right time. The CEO works hard to uphold corporate practices that serve consumers fairly and politely. “With so many clients around the world, we deal with a variety of nationalities, business philosophies, and regulatory requirements, many of which are starkly different. We are conscious of both individual and national obligations, and we strive to not only meet but also exceed customer expectations,” says the proactive chief.

Graham, who is always upbeat and optimistic, also goes to great lengths to keep his staff motivated. The honest leader strives to create a work culture that has high standards of governance. “Our teams are continually updated, constantly reminded of rules, regulations, international, national, and local consequences of health issues, as well as trade impacts,” says Graham. According to him, such ethical practices enable him and his team to remain alert in the fight against fraud, double billing, scams, and money laundering.

VISION FOR GROWTH

Owing to his outstanding vision, EEB has achieved many feats. On being asked about his long-term plans, he says that he aspires to build the largest and the most competent sales team in the industry and become the world’s preeminent trade finance issuers universally. To that end, the bank has already begun recruiting in India, with other key locations to follow. Under his guidance, EEB is also gearing

itself to take advantage of new markets and locations where large banks are withdrawing their services.

On being asked about the importance of sustainability in business, the leader says, “The term ‘sustainability’ to us is about profits, the environment, and people and ensuring that today’s well-maintained resources do not jeopardize the needs of the future generations.” As a proponent of sustainability, the ecologically conscious leader is working with buyers in emerging countries that are transitioning from agricultural to industrial economies, with an emphasis on emissions reduction and low energy use, as well as free and fair trade to enable global competition.

ACHIEVEMENTS GALORE

Graham’s vigorous efforts have been duly recognized and acknowledged in the form of the awards and accolades bestowed on him as well as EEB. In 2020, the accomplished leader was honored by the prestigious Business Worldwide Magazine (BWM) Awards program for his client-centric revolutionary approach to global trade finance. In 2019, he was awarded the “Most Innovative Executive in the Trade Finance Industry” at the BWM 2019 Global Corporate Excellence Awards. He was also named the winner of the highly prestigious CFI Co’s Best Global Trade Services Bank award in 2018 and 2019.

Recognized as the “Most innovative executive in Trade Finance,” he regularly contributes to multiple trade journals. His experience and trustworthiness are demonstrated by the insights he offers in his thought leadership pieces. He is also a keynote speaker at international trade industry conferences. What’s more, the versatile leader has also appeared as a supporting actor in amateur theatre, television, and cinema.

Paving The Path For Future Generations

A trained financial economist, investment banker and entrepreneur, Sonnie Babatunde Ayere has changed the way people looked at investments. A leader par excellence, he is known for having a futuristic vision that has transformed the financial market of Africa for ever



SONNIE BABATUNDE AYERE

Mr. Ayere was born in London to Nigerian Parents, Gideon and Ebunoluwa Alatise Ayere in 1966. He was in London for the first few years of his life and returned to Nigeria in 1970. After finishing his school and college from Lagos, Nigeria he went to Scotland for higher studies. He Completed MA (Hons) degree in Financial Economics (2:1) from the University of Dundee, Scotland, and later an MBA in Finance from the Business School, University of London, England. He also studied Corporate Finance at London Business School.

Mr. Ayere was a name to reckon with even before he started his entrepreneurial journey. He began his career with NatWest Bank in London as a Corporate Banking Officer. He went on to work at Sumitomo Mitsui Bank working in corporate and property finance. Soon, he transferred to the structured finance department of the bank in 1997, completing the first Japanese CLO securitization transaction, working with the Lehman Brothers team. He left Sumitomo Mitsui to join BMO Nesbitt Burns London in 1998 as part of the team responsible for setting up a \$20 billion Fixed Income Structured Investment Vehicle (SIV). He had already led or been a part of many firsts in the investment sector when he joined the International Finance Corporation (a subsidiary of the World Bank). At IFC, he worked on the development of the Nigerian



“IT IS HIS VISION THAT HAS MADE THE COMPANY WHAT IT IS TODAY – NIGERIA’S TOP FINANCIAL POWERHOUSE. HE HAS SAID MANY TIMES THAT THEIR COMPLETE FOCUS AT DLM CAPITAL GROUP IS TO PROVIDE ‘NEW AND SIMPLE SOLUTIONS TO THE SOMETIMES COMPLEX FINANCIAL NEEDS OF OUR CLIENTS’”

bond market. Mr. Ayere’s role was of a structured finance specialist for sub-Saharan Africa. He developed structured finance and securitization transactions in addition to creating instruments that support value in debt capital markets. The initiatives he started laid the foundation of structured finance market in the continent.

WHERE IT ALL BEGAN

While he was working on the complex financial solutions, he got introduced to securitization in 1997 and that piqued his interest. He was keen to learn the means and ways of financing large corporate projects, private firms and government institutions. He had a very innate talent of devising out-of-the-box solutions for structured finance. He truly believes that a certain level of creativity is absolutely necessary when it comes to striking the perfect equilibrium between different financial requirements.

It was with this underlying belief that he founded Dunn Loren Merrifield (DLM) Capital Group in 2009. DLM Capital Group gives bespoke financial solutions to all the clients. He wanted to create new paradigms, offer new solutions and contribute exclusively to the financial sector of Africa. Mr. Ayere is a great believer in two tenets of good business – clients come first and people are the greatest asset. He has built DLM Capital Group from ground up on these and other core values. It is his vision and strategic thinking that has made the company what it is today – Nigeria’s top financial powerhouse. Mr. Ayere has said many times that their complete focus at DLM Capital Group is to provide “new and

simple solutions to the sometimes-complex financial needs of our clients.” Undoubtedly, DLM Capital Group thrives on a culture of innovation and creative thinking.

AN UNENDING SERIES OF RECOGNITION

Mr. Ayere’s work has been felt far and wide. Under his stewardship, DLM Capital Group has won many awards and Mr. Ayere has also been recognized by the industry many times. DLM Capital Group won the award for the best debt house 2011 and best investment bank 2012. More recently, it won the ‘Innovative Investment Bank of the Year’ at Business Day Financial Institutions Award (BAFI) 2020. At the same event, Mr. Ayere was named the ‘Investment CEO of the Decade’ for establishing DLM Capital Group as the most creative solutions provider for the debt and equity needs of corporations, institutions and governments in Nigeria as well as a powerhouse advisory and restructuring counsel from 2010 to 2020.

He has also won the West Africa Nobles Forum Award; Dr. Kwame Nkrumah Africa Leadership Award, Ghana; Best Male Entrepreneur, Investment Services; International Business Star Award, Ghana; Winner Top 10 CEOs in Nigeria Insight Global Awards, UK; Africa’s Patriotic Personality of the Year Award from LEADS Africa and many others. He was conferred with an Honorary Doctorate Degree in Science (DSc) from the European-American University. The West African Youth Council also recognized Mr. Ayere as Winner of the ECOWAS Icon of Societal Development and African Man of the Year in 2020.

GOING ABOVE AND BEYOND

Apart from leading revolutionary initiatives at DLM Capital Group, Mr. Ayere also dons a lot of other hats to make sure Africa’s financial sector gets the boost it needs. He was recently made the inaugural

CEO of the Nigeria Mortgage Refinance Company (NMRC). The Nigeria Mortgage Refinance Company is set up as a private company charged with the public purpose of developing the primary and secondary mortgage markets in the country. The NMRC aims to raise long-term funds in the domestic capital market and later from foreign markets. The company is supposed to contribute to affordable housing in a country of 170 million people. The initiative was started by the presidency under the patronage of the Co-ordinating Minister of Finance and the Economy; Dr. Ngozi Okonjo-Iweala, the Central Bank of Nigeria (CBN) with support from the World Bank, the International Finance Corporation (IFC), the UK’s Department for International Development (DFID) and other private sector partners – commercial and mortgage banks. It is a very ambitious and respectable project that will work to change the face of Nigeria’s housing and finance sector. In 2018, Mr. Ayere was tasked by the Council of Petroleum & Energy Ministers of Africa under the chairmanship of Dr. Emmanuel Ibe Kachikwu, to set up the Africa Energy Investment Corporation (AEICORP). He was also a member of the Inaugural Nigerian Bond Steering Committee set up by Dr. Ngozi Okonjo-Iweala in 2006, he was a part of the SEC Committee on Market structure & reforms, the Steering Committee for the review of the Foreclosure and Securitization Law of Nigeria and the CBN FSS2020 Steering Committee. He is also a member of the Capital Market Master Plan Implementation Committee (CAMMIC) as well as an avid commentator on financial market developments in Nigeria and across the African continent. He clearly has a penchant to go way beyond the norm to promote the society. It is his irrefutable contribution in more ways than one to the African market and the public that makes him an avant-garde leader.



Turning Adversities Into Opportunities

Rajiv Kumar Pal, the CEO of Qatar-based S'hail Shipping and Maritime Services, exudes confidence and zeal for attaining success in every endeavor he undertakes. The ambitious leader has never rested on his laurels. He continues to push boundaries and forge ahead to reach the pinnacle of success



RAJIV KUMAR PAL

Rajiv started his career in the year 1992 as a graduate engineer trainee at Essar Shipping Limited in Mumbai (Maharashtra), India. Since then, he has remained in the shipping and maritime industry, studying, implementing, and pioneering new ways for this centuries-old industry to adapt to modern-day trends.

One of the most astonishing characteristics of Rajiv is his zeal to make S'hail Shipping and Maritime Services outshine everyone in the competition. Within four years of its inception in December 2016, the company had grown to become Qatar's largest owner of Dry Bulk Ships, with operations on six continents. From being the largest dry bulk ship-owner in Qatar, the company is on track to become the largest in the Middle East Region within the next few years owing to his relentless efforts.

He has a track record of enhancing organizational efficiency while growing sales and profit, earning him a reputation as one of the industry's most renowned personalities. On being asked about his career highpoint, the elated leader says, "In 2016, Mr. Mohammed Khalifa Al-Sada, a veteran of Qatar's maritime industry and the current Chairman of S'hail Shipping



“IDENTIFYING A WORTHWHILE RISK AND THEN HAVING THE FORTITUDE TO TAKE IT IS THE UNFORESEEN EDGE FOR SUCCESSFUL ENTREPRENEURSHIP. YOU MUST TAKE A LEAP OF FAITH FREQUENTLY AND FROM HIGHER ALTITUDES TO CREATE AND MAINTAIN A THRIVING BUSINESS”

and Maritime Services, asked me to take on the task of establishing a non-oil and gas company in Qatar for sea transportation of dry bulk commodities. It’s been a fascinating journey for me since then.”

Rajiv considers his father as his mentor, guiding light, and pillar of strength. For him, his father’s guidance has been the source of his motivation to become a successful entrepreneur. “His best advice that has remained with me in my entrepreneurial journey is to march ahead with perseverance, productivity, and passion,” says the leader.

A RISK-TAKER

For Rajiv, entrepreneurship is all about taking risks because opportunities and risks are inextricably intertwined. Therefore, the optimistic leader consistently embraces new opportunities every day, along with the associated risks. He thinks that a company’s rewards are determined by the risks it takes. Therefore, as a leader, he takes, manages, and turns risks into rewards for the stakeholders.

For instance when S’hail Shipping and Maritime Services was established in December 2016, he was tasked to buy Ships for sea transportation of aggregates (stones used in the construction industry) from UAE to Qatar. With the abrupt economic embargo implemented by the UAE on Qatar in June 2017, that goal became a mission impossible in the next 6 months.

Since he was adamant about making the



best of the situation, he decided to move his ships into international seas for dry bulk commodities. The success that followed demonstrated the leader’s organizational know-how, and determination to succeed. Presently, as Qatar’s largest dry bulk ship-owner, the company is naturally one of the top contributors to Qatar’s 2030 vision of promoting the non-oil and gas service industry.

The bold leader says, “Identifying a worthwhile risk and then having the fortitude to take it is the unforeseen edge for successful entrepreneurship.” He believes that every move an entrepreneur makes is intimidating since nothing guarantees 100% success, no matter how brilliant your idea is. “You must take a leap of faith frequently and from higher altitudes to create and maintain a thriving business,” he adds.

UNIQUE LEADERSHIP STYLE

Rajiv not only preaches but also follows through on his words. His management approach is direct and to the point. His straightforward approach appears to be paying off for the company, which has experienced massive growth in the recent years. When asked about his leadership style, he says, he strives to drive constant due diligence and optimize the value chain to deliver worthwhile results for all parties involved.

SERVING THE SOCIETY

CSR, for Rajiv, is a norm rather than a duty. He says, “We are well integrated into our local and global societies for creating a meaningful and positive impact in various aspects.” The generous leader is involved in a variety of CSR efforts, including donating money to deserving local people in need, and investing in the maintenance and enhancement of global marine water quality. He also actively participates in

developing decarbonization solutions.

He believes in making a significant difference in people’s lives in several ways. He says, “One of our major aims is to reduce greenhouse gas (GHG) emissions. We take part in Rightship’s GHG rating, which uses one of two sources to determine a ship’s design efficiency: the Existing Vessel Design Index (EVDI) or the Efficiency Design Index (EDI).

He ensures that the company maintains the highest possible rating for the existing vessel index. He also strives to improve the rating by adding cutting-edge new propulsion technologies to improve the environment, thereby assisting in the reduction of large losses caused by poor weather as a result of environmental degradation. During the COVID-19 outbreak, the leader ensured that preventive measures were put in place as soon as possible so that none of its 185 seafarers become COVID-19 positive. The leader asserts, “We maintained a policy of reaching out to and assisting any of the family members of our seafarers who had been left behind onshore, including, if necessary, repatriating the seafarer whose presence was requested by their family back home. He adds, “This method has aided in keeping our seafarers’ morale up, even as they work in seas far away from their homes.”

WELL-EARNED PRESTIGE

Rajiv has been bestowed with honors and recognitions for his groundbreaking achievements. The most valuable endorsement of the organization’s achievements and growth capabilities came from Qatar Development Bank, which allocated QAR 70 million from its fund to Rajiv’s leadership at S’hail Shipping and Maritime Services to acquire ships to expand its business for the development of Qatar’s economy.

Turning Adversity Into An Opportunity For Growth

An industry leader with over 15 years of experiences in IT and Telecom industry, Parvez Jasani is the man behind the success story of CELLPAY, a company which connects 15 domestic carriers and 160 countries with 600 mobile carriers and is a one-stop shop for all digital payments



It is a well known fact that over the last few years, the mobile phone industry has witnessed a huge spike in demand due to smart phones. Today, consumers are more inclined towards smart phones. This transformation occurred with the change in the lifestyles and requirements of the consumers. The fast paced life demanded remote calling service. Alongside, there was a rise of the telecom industry supporting the need for the smart phone market. Several telecom operators also entered the market with their unique range of services and offerings. However, the payment mode or the payment method was not particularly secure while the transaction was taking place. It needed companies like CELLPAY to provide a fast and secure mode of payment.

Furthermore, the digital landscape has widened its reach to suffice its benefits to customers at large. Additionally, it has leveraged numerous companies to connect with its customers to provide its services and offerings. Today, customers are relying heavily on branded payments to control their budgets. "Digital payments have become a substantial category within the alternative payment methods space, chances are you've probably used a form of digital payment at some point in your life, either for yourself or someone else — you'll recognize them in the likes of gift cards, mobile top-up or prepaid payment



“LISTING UNIQUE FEATURES OF CELLPAY, PARVEZ ASSERTS, ‘WE ARE DIFFERENT FROM OTHER PAYMENT WEBSITES BECAUSE WE ARE SIMPLE AND AIM TO OFFER A SECURE, FAST, AND EASY WAY TO MAKE PAYMENT’”

cards,” states Parvez Jasani (President of CELLPAY).

ADDRESSING THE CUSTOMERS’ ISSUES

An experienced leader, Parvez saw digital transformation as an opportunity to transform a top cell phone company to DDS (DIGITAL DELIVERY SERVICE) firm. While the transformation was happening around, he motivated himself to learn more about telecommunication. As he went further, his passion made him realize that using Prepaid Platforms and Mobile Telephones in the U.S. does not offer a one-stop-shop to make payment online. Also, the services were inconvenient for making payments. This was soon countered by CELLPAY through its customer-centric and problem-solving approach. CELLPAY not only offers convenience and top-ups but is also the finest payment platform including unbanked/underbanked, underserved wireless customers by providing a convenient, secure, instant, and one-stop solution for all their needs 24x7. Parvez understands that secure payment is one of the crucial issues for any customer. Addressing the issue, CELLPAY has developed unique no-pin top-up delivery which converts every PIN to a direct top-up and makes recharge convenient.

ENHANCING THE SECURITY

Under his able leadership, CELLPAY has introduced three different ways for payment which include online payment, IVR, and text 2 pay in order to further enhance the security. It has also developed a number validation to protect the consumer from choosing the wrong carrier, an added



protection against double loading. The distinct features of CELLPAY are as follows:

- Protection from online hackers: CELLPAY’s Unique Cellphone Number Validator (Patent process to be initiated)
- Protection against double-loading (single payment and multiple recharges): restricting double loading for a pre-defined period
- Fraud protection: 160-point verification (the type of card, POP/POS device, IP address tracking, Country of origin for the request, etc.)

HIS SECRET RECIPE TO SUCCESS

Owing to Parvez’s dedicated and focused efforts, CELLPAY has been recently ranked #5 on Inc. 500 list. Sharing his success mantra, he says, “Have a Great Idea. All businesses start as an idea, whether they end up as successful businesses or not. Some businesses are successful as soon as they launch based solely on the strength of the ideas behind them.”

He is of the view that the sole purpose of any entrepreneur or business is to create a customer and hold the customer with unique solutions and services. The majority of the time, energy, and money should be applied to creating customers for the business.

Further, he advises, “Your strategy should Be Continuous Improvement: The business world is rapidly changing, and competition is both aggressive and plentiful. Focus on ways to improve yourself and your business. If a day goes by when your business is not getting better, then you can be sure it’s getting worse.”

INEVITABLE TRANSFORMATION

For the entire world, 2020 was the year of many startling changes. We all have witnessed businesses shutting down and also a few businesses changing their

strategies to adapt and keep the ball rolling. Another major transformation that took place was forced digitalization. Every company was pushed towards online and remote working. This also meant that there was a huge surge in digital payment methods. Conversing about these changes and their aftermath, Parvez asserts, “The first is, we had no choice. We all were quarantined in our homes. We needed to buy things, and everybody had to buy things online. Eventually, this necessity turned out to be convenience. Soon people realized the benefits of digital payments which ensure that they no longer have to wait in long lines at a cashier; the products can be delivered whenever and wherever they want.”

A PIONEER IN DIGITAL PAYMENTS

Transformation is a part of the business world. Those who understand business understand how transformation helps the business to push beyond its limits. Parvez is one such leader who has been efficiently enabling CELLPAY to emerge as a pioneer in digital payments sector. Furthermore, he is also thriving to make it a one-stop-shop for all your digital payment needs including top-up, international top-up, gift card, sim card, crypto payment, bill payment, lotto, and anything and everything can be digitally delivered. CELLPAY understands that there is a constant change in the demands of the customers. The company is in the process to make its own POS serve B2B store (convincent store).

Currently, 80 million people in the US are underbanked and 20 million undocumented and most of them pay by cash. CELLPAY is developing a platform, which will be deployed in convenience stores where they can make cash payment for phone bill, utility bill, & buy a gift card. It is also adding bitcoin so that the customers can also buy bitcoin with cash.

Leading A Digital Revolution

Ezipay is changing the way Africa's people transact online. From making utility payments to transferring money across borders, this app is making millions of lives simpler every day. The man behind this app, Mr. Amit Gaur is working tirelessly to make it even better and all-encompassing and he is the visionary behind the most dynamic fintech company in Africa



There are entrepreneurs and then there are change-makers. Mr. Gaur belongs to the latter category. After gaining over 22 years of experience in the banking and telecom sector, Mr. Gaur saw a huge gap in the digital payments industry in the African market. He decided to not only tap that but also lead the digital transformation of how Africa transacts online.

REALIZING THE OPPORTUNITY

Mr. Gaur completed his graduation from India in Commerce and went on to pursue masters in International Marketing and Finance. He then completed his MSc in Finance from the UK. After that, he started a fulfilling career in the banking & telecom sector. Over the years he led big names of the industry like SADC, I-Tel Group, Sierratel, Surfline, and Busy. In 2016, Ezipay was launched by the parent company Artificial Intelligence Technologies limited.

The basic premise of Ezipay was to have a safe, convenient and cheap way to send money online to other countries at good rates. It has now grown to be a one-stop-shop for all kinds of online services from groceries to air ticket booking, anything can be done on the Ezipay app. The app boasts of over 250 merchants and businesses through which the customers can avail

“MR. GAUR SHARED THAT ‘EZIPAY IS COMMITTED TO MAKING AFRICA THE NEXT POWERHOUSE IN DIGITAL TRANSFORMATION AND FINANCIAL INCLUSION FOR 1.3 BILLION AFRICANS WITH 103% RISE IN THE DIGITAL TRANSACTIONS’”



themselves a horde of services.

Under Mr. Gaur's guidance, the brand has risen to become one of the most coveted fintech companies in Africa. The company now offers a host of services under one umbrella like utility payments, fee payments, money transfer, online shopping, OTT platform, and much more. It was Mr. Gaur's endeavor to solve the common man's problem and make their life easier.

An astute businessman and a keen problem solver, Mr. Gaur had the foresight to see this kind of opportunity arising in a developing country where the internet was getting available to everyone. Ezipay is operating in many African countries, including Ghana, Togo, Senegal, Niger, Mali, Cote D'Ivoire, Guinea, Burkina Faso, Benin & Zambia

NOT JUST A BUSINESS

Ezipay is not just a business idea to tap into the growing fintech market. For Mr. Gaur, providing access to financial services to underserved populations is vital in addressing the smart digital financial service. It was Mr. Gaur's vision to bring the world closer to the African countries. To enable them to stay connected with their families and friends abroad.

A smart digital financial inclusion move that would give access to financial services to all citizens and in turn transform the economy into a cashless digitally empowered society. "Ezipay is committed to making Africa the next powerhouse in digital transformation and financial inclusion for 1.3 billion Africans," Mr. Gaur shared.

His hard work is starting to pay off. As per the latest data from the Ghana Interbank Payment & Settlement Systems (GhIPSS), digital transactions in Ghana saw a tremendous increase both in volume and value in 2020 compared to 2019. The data showed that the number of transactions rose from 38 million in 2019 to a whopping 77 million transactions in 2020 across all platforms.

The numbers indicate a 103% increase in digital transactions. In a short span of time, Ezipay has become a key player in this bludgeoning market. Under the leadership of Mr. Gaur the organization has become the most preferred online payment app because of its simple user interface and easy transaction method

HARD WORK PAYS OFF

The sheer hard work and diligence of Mr. Gaur and his team have also been recognized by the industry. At the recently held Ghana Business Standard Awards, Ezipay was named the 'Most Outstanding Fintech Company' for the year 2020. At the same ceremony, Mr. Gaur was awarded the best CEO of the year and also became the 'Most Outstanding Business Leader'.

The same year, at the Customer Choice Awards 2020, Ezipay won the 'Most Outstanding Fintech App of the Year. "It is overwhelming for Ezipay to triumph in such an endowed and competitive category," Mr. Gaur shared while accepting the Customer Choice Award.

Ezipay's easy platform came in especially handy at the time of this unfortunate pandemic. A time when people could not reach out to their families and friends and were stuck at home, it was a boon for thousands of people wanting to send money to their families outside of Africa.

Mr. Gaur ensured the Ezipay became a quick and safe way for money transfer with

low-cost remittance for people to transfer money to their families outside of Africa. Over time, under Mr. Gaur's vision more and more services were added all of those helped the people of African countries sail through the routine chores with utmost ease and comfort.

During the Covid-19 outbreak when all over the world online transactions saw a huge jump, people in Africa also embraced the new way of shopping, ordering groceries, money transfers, and utility bills thanks to Mr. Gaur's revolutionary service.

Under all his efforts and ideas lies Mr. Gaur's passion to make Africa a cashless economy and lead the digital transformation in the continent. He leads the team with a strong foundation of passion, integrity, and determination.

Mr. Gaur had the courage to tap into the right opportunity at the right time, but it's not luck or the timing that has helped him reach these milestones. It is his undeterred zeal and drive to stay focused on his goals that make him a leader par excellence.

There is still a long way to go for the online payment market in Africa. There are various reasons which are holding the industry back like masses not being able to transition from offline to online payments, trust deficit, and aversion to change.

It is more of an awareness project than just doing business. It is up to leaders like Mr. Gaur to lead that mindset change and make people embrace new technologies which will put Africa ahead in the global scenario.

Mr. Gaur's story is not only inspirational but in times to come his name will be among leaders who led the digital payments movement all across West African countries and beyond. It is the mark of a true leader to not only change his destiny but also transform the lives of other people along the way.

Rewriting The Rules With Grit & Passion

Being every bit a new-age entrepreneur, Mr. Asheesh Chanda is a prime example of where a go-getter attitude can take you. He makes for an inspirational story for the young aspirants. It is his vision and forward thinking that brought his fintech venture Kristal.AI to life. His story is truly worth sharing



ASHEESH CHANDA

Mr. Asheesh Chanda is a postgraduate from IIM Bangalore Batch of 2002 and a Computer Science Engineer from IIT Delhi Batch of 2000. He started his career in the financial services industry in 2002 with organizations such as Citibank India and JP Morgan Chase.

In 2014, he ventured into his entrepreneurial journey with his first startup Kris Capital. It was a Singapore-based global macro hedge fund. But it is 2 years later with his second venture, that Mr. Chanda found his true calling.

SPOTTING AN OPPORTUNITY

At Kris Capital, Mr. Chanda was dealing with managed investments across multiple asset classes and programmed trading strategies. But due to various reasons he wrapped up that venture and started a second company to tap into the digital wealth management space targeting both accredited and retail investors. Highly influenced by how technology is changing every industry, Mr. Chanda was inspired to enter the Fintech sector. His vision was to create something that the market had not yet seen in its entirety. He put in a lot of thought and research to understand how portfolios can be created such that they outperform the index as well as peer portfolios. While it is shop talk for others, in simple words – he tried to fuse the traditional means of investment banking



“I COULD CLEARLY SEE HOW TRADITIONAL BANKING DOES NOT LIVE UP TO ITS PROMISES. THEREFORE, I REALLY WANTED TO HELP PEOPLE HAVE ACCESS TO SMART AND EASY FINANCIAL SOLUTIONS, NO MATTER HOW MUCH THEY WANT TO INVEST”

with Artificial Intelligence heuristics to deliver the best investment experience. He saw a gap where mutual funds weren't being to target small investors. This gap presented as an opportunity and thus was born Kristal.AI.

Kristal.AI is a digital wealth platform that aims to provide private banking solutions through transparent access to investment and services which are traditionally reserved for the Ultra high net worth. We leverage technology, algorithms and human expertise to help clients with portfolio allocations and optimisation. We are licensed and operational in Singapore, Hong Kong and India.

Under Mr. Chanda's leadership, Kristal.AI has now built more than 40 strategies on its platform that focus on specific themes like biotechnology, EV, FAANG, and more. He has built a diverse team of financial advisors, researchers, and market experts to take care of every aspect of a client's needs.

It is his vision and foresight due to which Kristal. AI boasts of a client line-up that includes top names like Citibank, JP Morgan Chase, Google, Nomura and Standard Chartered and many more spread across Asia, Middle East, and the America, Kristal. AI continuously strives to provide the best investment strategies to its investors and build a community of portfolio managers, affiliated partners, and investors.

Giving unmatched value and a seamless experience to each client is what drives Mr. Chanda.

GOING WITH THE FLOW

Mr. Chanda has a diverse experience of 15



years behind him and that is what makes him extremely perceptive about the market. He saw that the opportunity in India for a fintech company is huge. At the time when he started Kristal.AI, there weren't a lot of players focusing on mutual funds for smaller investors. On the other hand, affluent, emerging investors weren't getting undivided attention from the banks; this is where he planned to fit in. His vision worked and how. He has almost created and started to lead the digital wealth management niche. His focus is on providing personalized investment services. His strategy is simple, the target audience is underserved and he is trying to use technology to tap into it. In India though, the work goes beyond what you have to offer. New-age companies such as Kristal.AI also have to educate and make noise about their work. Very few people stray from traditional investment models and when it comes to money, people are extra cautious. Essentially, what Mr. Chanda is trying to do with Kristal.AI is to expand the buying by increasing awareness about the financial market.

LEADING FROM THE FRONT & INSPIRING UMPTEN OTHERS

When Mr. Chanda began Kristal.AI, he had only 4 interns. Today, the company has a team of over 140 employees in Singapore, Hong Kong, and India. With the latest funding in place, Mr. Chanda wants to expand geographically in India and other APAC regions with varied offerings.

Mr. Chanda is a driven professional who wanted to break the norm. “I could see how traditional banking doesn't live up to its promises. Therefore, I really wanted to help people have access to smart and easy financial solutions, no matter how much they want to invest,” shares Mr. Chanda. The trust that the investors put in Kristal.AI is what motivates him and his team.

Under his aegis, the company reached 30,000 customers recently and it's only going to be upwards from here. In the near future, Mr. Chanda and his team are looking forward to adding more specialized services to their portfolio. Mr. likes to keep his team highly motivated and for this he has ensured a very open and transparent work environment. All the team members – from an intern to the senior-most executive are respected equally and ideas are welcome from everyone. Each member can work as an individual contributor. There is absolutely no discouragement to anyone who wants to come forth and share.

The organization is run on basic principles like passion, integrity and hard work. The biggest influence on Mr. Chanda has been the advent of technology. He loves all things technology and truly believes that the 'democratization of technology' has changed the way we experience everything. A self-confessed quasi techie, Mr. Chanda is also a python programmer. He likes to spend a lot of his time understanding and trading financial markets.

An important trait of any leader is how much they can inspire and empower others. Mr. Chanda is a prime example of that. He stands by his team like a solid rock. If his team gets stuck, he pushes them to find new routes and keep moving. His biggest asset in this ever-changing startup culture is creativity. He highly values creativity and believes that it is at the core of everything he does.

At the end of the day, he knows that the startup culture doesn't wait for anyone. You have to be relevant and you have to be quick. Fast-paced is not just an option, it is a necessity when you are operating in a dynamic industry. “Being fast-paced and adaptive means you have to be quick on your feet and those who aren't, do not survive the process,” Mr. Chanda asserts.

GLOBAL ASIAN OF THE YEAR 2020-21

The fast-emerging economies in the Asian region present many unique entrepreneurial opportunities. Only a handful of the leaders recognize such opportunities and utilize them. AsiaOne Magazine carefully prepares a prestigious list of AsiaOne Global Asian of the Year through evaluating each name on several parameters including growth, vision and compassion towards the society in general, and downtrodden communities and the less fortunate in particular. The final list is an exhibition of greatness and humility blended into perfect human beings, rightfully worthy of a coveted title

MADAM HO CHING



**DR. SUKANTA
KUMAR JENA**



BIREN GHOSE



MANDAR PATIL



SANKEY PRASAD



TALAL AL AJMI

The Woman Who Brought Earth And Sky Together

Disseminating sublime and luminous energy, taking farsighted and insightful decisions, Madam Ho Ching has been instrumental in transforming Singapore, a small island-city with acutely limited natural resources, into a technologically advanced electronic market of the world



MADAM HO CHING

Madam Ho Ching is the Chief Executive Officer of Temasek Holdings for the last 15 years, and is also the wife of the current Prime Minister of Singapore, Lee Hsien Loong. Her inherent strength, influence and status can be judged from the fact that she is considered the 28th most powerful woman in the world. Believing in the powerful philosophies of Confucianism, Madam Ho Ching has led Singaporeans respect cultural values, honour authority, be loyal to good leaders, prefer order & hard work, and focus on education. She is regarded as a highly reverent leader in Singapore, whose guidance and management have helped this strip of land emerge as a centre of opportunities. Always calm and balanced, she reflects an aura of fascination, sincerity and earnestness, and in her pursuit to develop Singapore as a symbol of purity and growth for the rest of the world, she has helped create a magical synchronicity with the skyscrapers and the speed of entrepreneurial life. Keeping the devotion of the people intact towards their ancient philosophy while adding the flavor of the modern life and modern values, she has offered not only the women a direction and motivation towards reaching the zenith, but also the men a sense of entrepreneurial white heat of desire, where everyone has been equally contributing to national



“SHE POSSESSES THE GIFT OF MIDAS, A TOUCH THAT TURNS EVERYTHING INTO GOLD. EVERY TIME SHE WAS GIVEN AN ASSIGNMENT, SHE SUCCEEDED IN GROWING HER COMPANY & HER COUNTRY. HER EFFORTS HAVE ENABLED SINGAPORE TO EMERGE AS THE WORLD’S FIRST SMART NATION”

growth. She is a symbol of women power and gender equality in Singapore, and her ingenious initiatives in the spheres of education, healthcare and welfare & development of children have offered everyone a chance to do their best and achieve the most desired.

FINAL EQUILIBRIUM

Madam Ho Ching has actively contributed in creating an equipoise where every Singaporean is committed to endeavour towards nation building, despite diversity of race, language, and religion, which has actually brought more opportunities of growth and harmony. Understanding and promoting diversity in her organization and beyond, she has guided Singapore to seize a powerful role on the world stage of business and opportunity, leading to better business outcomes. Grasping the fact that there are more than 7,000 multinational companies in Singapore, and more than 1.1 million foreigners are living and working in Singapore, which is almost one-third of the overall workforce of 3.4 million people, she has accorded due respect to this diversity, and facilitated all to be a part of the fabric of Singapore. Her focus on diversity has led to development of talent, creativity and innovations, as everyone gets a chance to grow and try & deliver better results. This is actually one of the reasons why people find Singapore attractive for business and jobs, because diversity is part of Singapore’s DNA now and differences actually create chances of improvement, higher productivity and growth. Her efforts



have delivered the desired results, and Singapore is poised to become the world’s first smart nation. She led Singapore to celebrate SG50, i.e. 50 years of their independence in 2015, and she is already on course to SG100, tearing down barriers to growth and harnessing Singapore’s strength in diversity. For this she has taken initiatives to make the quantum leap in productivity and ensure that every individual in Singapore feels appreciated and his/her sense of diversity is respected. Madam Ho Ching has been leading from the front to remove any dissonances that may have existed in Singaporean economy by focusing on harmony and nation building, and she has truly corrected the errors of the past, leading the people of Singapore back into a Golden Age.

GIFT OF MIDAS

She possesses the gift of Midas, a touch that turns everything into gold. Every time she was given an assignment, she succeeded in repositioning and growing her organization or the country. She began her career as a simple engineer at the age of 23 with the Ministry of Defense of Singapore, and quickly climbed up the success ladder to lead the defense procurement agency of the ministry as the Director of Defense Material Organization and Deputy Director of Defense Science Organization. She is a distinguished Engineering Alumnus of the National University of Singapore and an Honorary Fellow of the Institute of Engineering, Singapore. She received a Bachelor of Engineering (Electrical, 1st class Honours) and the Master of Science (Electrical Engineering) from Stanford University. She has also served as the Chief Executive Officer and President of Singapore Technologies Pte. Ltd., as the Chairman of Global Foundries Singapore Pte. Ltd., as a Director of SembCorp Industries Ltd. and

has been the Chairman of the Board at Chartered Semiconductor Manufacturing Ltd. Her academic and career achievements are attributed to her willingness to take calculated risks, and under her leadership, Temasek Holdings invested in a \$14 billion dollar fundraising round by Ant Financial, an affiliate of Alibaba. An ever-dynamic leader, she has transformed Temasek Holdings from a Singapore-focused firm into an active investor in Asia and the world, and under her directives, it has grown to a net portfolio of S\$ 308 billion (US\$ 235 billion) as on 10 July 2018.

DEEP RESPECT FOR OTHERS

Madam Ho Ching has been personally and professionally active in community service and charitable organizations, and in her public service over the years has served on various statutory boards and agencies, including as the Chairman of the Institute of Molecular Agrobiotechnology, in the Economic Development Board, the National Science & Technology Board, the Singapore Institute of Standards & Industrial Research, and the Productivity & Standards Board. For her public service, she has been awarded the Singapore Public Administration Medal and the Public Service Star Award by the Singapore Government.

She is the Patron of Assisi Hospice, and the founding Chairman of Trailblazer Foundation Ltd, which is a charity organisation providing funding for education, health, sports and community welfare. To respect her various contributions for her country, she was also inducted into the Singapore Council of Women’s Organisations’ Singapore Women’s Hall of Fame, which honors outstanding women of Singapore in all fields of endeavor. Madam Ho Ching has been living her professional success supporting various community service and charitable organizations.

On A Global Expansion Spree

Dr. Sukanta, the CEO of Inovaantage, a Singapore-headquartered IT & OT solutions and service provider, has an illustrious career that has been marked by his outstanding contributions to the IT sector. The visionary leader has been making giant leaps with great agility, a winning attitude, and a futuristic vision



DR. SUKANTA KUMAR JENA

With a Ph.D. in Geographic Information Systems from the Indian Institute of Technology (IIT), Dr. Sukanta has also obtained an Executive Management degree from the McIntire School of Commerce, University of Virginia, USA. The spirited leader has over two and a half decades of professional experience and has held a variety of challenging managerial responsibilities in IT, OT, and consulting in various large projects and programs in Electricity, Telecommunication, Transportation and various other engineering fields around the world. What's more, he has worked for numerous multinational IT giants in the United States, the United Kingdom, Europe, Asia, and Australia. Owing to his earnest and determined efforts, Inovaantage is continually charting new trajectories of success. "The company began as a utility software solution company and has since expanded to include two other verticals: telecommunications and transportation. The healthcare solution is the next vertical we want to focus on," says the future-focused leader.

Dr. Sukanta is noted for his brilliant strategic thinking skills, which aid in his long-term planning. Inovaantage has successfully expanded its global reach under his charismatic leadership. In just a few years since its inception, the



“LEADING BY EXAMPLE AND AT THE SAME TIME ENCOURAGING INDIVIDUALS TO MAKE DECISIONS AND ACCEPT OWNERSHIP OF THE ROLES ASSIGNED TO THEM ARE BOTH IMPORTANT FOR THE GROWTH OF AN ORGANIZATION, AND I ENSURE THAT I DO MY BEST TO KEEP MY TEAM MOTIVATED”

IT solutions company has established a presence in multiple countries, including Australia, Singapore, Malaysia, Europe, Africa, India, and the Philippines. The company is currently preparing to establish a presence in the United Kingdom.

EYEING OPPORTUNITY IN ADVERSITY

Dr. Sukanta is a forward-looking visionary leader who is always prepared to deal with any crisis. Even a global crisis like the COVID-19 pandemic, which has dampened the spirits of many industrial bigwigs, could not stop him from achieving his goal of global business expansion. “Even during the outbreak of the coronavirus-induced pandemic, we have successfully made good progress in Australia. Also, we managed to build a strong client base wherever we launched the business during the pandemic.” The ambitious leader adds, “With all of our previous achievements, we have now upped our ambition of becoming a global leader, something we never imagined when we first started.” Dr. Sukanta is a goal-oriented leader whose unwavering efforts have helped Inovaantage earn the boundless trust of hundreds of consumers around the world. “I view consumer trust as my accomplishments and career highpoint,” he says. The confident leader adds, “Every year, we set a goal for ourselves and successfully achieve it. With that confidence, we have raised our goal proportionately more than the previous years and achieved success once again despite the pandemic. We have gained the trust of hundreds of customers worldwide



and the number is getting bigger with time. We now believe we can be global leaders and are in discussions with potential investors to take that dream forward.”

AN ACTION-ORIENTED LEADER

Dr. Sukanta believes in leading by example and promotes an action-oriented leadership culture. He is motivated by a strong sense of urgency, concentrating on the task at hand and ensuring its timely completion. The proactive leader holds daily meetings with his team for better communication and workflow. He also enthusiastically leads his team in moving a vision forward to achieve goals and make impressive progress. Under his motivating leadership, his team has been creating products and services that are innovative and ahead of the competition. “Being a good leader entails many distinctive aspects. Leading by example and at the same time encouraging individuals to make decisions and accept ownership of the roles assigned to them are both important for the growth of an organization, and I ensure that I do my best to keep my team motivated,” he says.

PRIORITIZING EMPLOYEES

Dr. Sukanta considers his workforce as the company’s first stakeholder, followed by customers. Like a true leader, Dr. Sukanta emphasizes the growth and involvement of his team. “Most significantly, I have kept my focus on being very people-oriented, since people are the heart and soul of Inovaantage,” says the CEO. He continues, “We’ve come a long way since investors launched Inovaantage in 2017 to being one of Southeast Asia’s most recognized brands. Our people have played a critical role in the development of a company from its inception to the present day, and we attribute our success to their unwavering efforts.” The empathetic leader also

ensures his company gives adequate space to each employee so that they can manage their workload and maintain a healthy work-life balance. Even during the Covid-19 outbreak, the leader encouraged everyone to work from home. He affirms, “Even though the coronavirus outbreak triggered pay cuts, and layoffs across industries, we have been sensitive to our workforce and have not laid off a single employee. There haven’t been any salary cuts either.”

DEDICATED TO SOCIAL WELFARE

In addition to being an astute businessman, Dr. Sukanta is also a good samaritan taking care of society. The compassionate leader says, “CSR is in our DNA. It is an important aspect of providing our customers with sustainable value. By keeping CSR at the forefront of our minds, we can ensure that we are always thinking about our company’s place in and influence on a rapidly evolving world. We are also focusing Tier II cities as outsourcing hub to generate more employment for less privileged.” On a local and national level, we at Inovaantage are constantly striving to strengthen our focus on social responsibility, whether it’s championing women’s rights, preserving the environment, conserving wildlife, or eradicating poverty,” he adds.

WELL-DESERVED RECOGNITION

Dr. Sukanta’s sincerity and unmatched capabilities have earned Inovaantage, a lot of recognition in the form of awards. In April 2021, the company was awarded the SBR (Singapore Business Review Technology) Excellence Award for software – Energy Category for Volt Var Optimisation (VVO). The Technology Excellence Awards, presented by SBR, was held via studio award presentations and video conferencing sessions throughout the second and third week of April 2021.

Efficiently Leading By Example

Mr. Sankey Prasad, the Chairman and MD (India) of Colliers, is one of India's most successful entrepreneurs. His progressive mindset, unparalleled thought process and proclivity towards generating novel ideas have helped him propel the firm to a monumental stance in the real estate sector



Sankey Prasad, FRICS, founded a project management company in 2003, which went to become the number one project management firm in India. The firm delivered exceptional projects not just across the country but other geographies as well. In 2019, Colliers acquired the firm and merged operations to create a top player in project management and positioned itself as a force to reckon with in the Indian real estate market. Since the merger, Colliers' combined business is led by Sankey as the Chairman & Managing Director.

Sankey leads a team of over 2500 professionals in India spread across 11 offices. Colliers offers Office Services; Project Management Services including design services, interior design services, fit-outs, technical due diligence; Real Estate Management Services (REMS), Capital Markets & Investment Services (CMIS), Valuation & Advisory and Industrial & Logistics Services.

ACCELERATING THE SUCCESS OF CLIENTS AND PEOPLE

Sankey is responsible for leading the client strategy and growth for Colliers' India business. With over 35 years of real estate experience, Sankey has played an



“WHAT A LEADER DOES & HOW HE/SHE DOES IT SETS AN EXAMPLE FOR EVERYONE ELSE. BUT, TO MAKE AN EVEN GREATER INFLUENCE, DEMONSTRATING TO YOUR TEAM THAT YOU CAN ACT ON A PARTICULAR CHALLENGE SETS A FAR BETTER EXAMPLE TO EMULATE THAN ANYTHING A LEADER CAN SAY”

instrumental role in delivering numerous landmark real-estate projects across India and abroad. He has worked in various real estate sectors across India, UK, Africa, and the Middle East. Sankey is a highly respected industry leader and is an inspiration and a role model to many young entrepreneurs. He believes in leading from the front and has created high-performing teams that delivered some of the most complex and challenging projects for investors, developers, and real estate occupiers.

Sankey has won numerous accolades, both in India and internationally, for his contribution to the real estate sector, including “Most Aspirational Leader in India” by White Page International. Under his leadership, Colliers has been conferred several industry accolades like the Most Admired Brand in 2020 by the White Page International and most recently as the Best Brand in India by the Economic Times group. He is a firm believer in empowering people and values relationships above business. His courage in surviving the challenges makes him a leader one can rely on to provide game-changing solutions. Sankey attributes his success to his dynamic team of professionals and invests time and efforts in mentoring and creating future leaders.

INVEST IN RELATIONSHIPS TO DRIVE EXCEPTIONAL RESULTS

At Colliers, we invest in our people and clients to drive exceptional results. Under Sankey’s leadership, Colliers has



become a place where market leaders are made. With strong dynamic leadership, enterprising solutions driven by a great execution plan, our people are empowered to deliver greater, enduring value for clients with a shared vision of taking the company to the leading position in India.

The brand’s investments will continue to be around being preferred advisors for our clients, creating a diverse culture with world-class talent, and leveraging our best-in-class integrated real estate services to grow our business faster than the competition. Sankey’s vision is to surpass the growth target within the next three years and be recognized as the country’s number 1 real estate management and investment management firm.

DO WHAT’S RIGHT FOR OUR PEOPLE AND COMMUNITY

Reiterating Colliers’ global commitment to Environment Sustainability and Governance (ESG), Sankey in India has enabled the business to do what’s right for our people, clients, and community. Colliers has partnered with the IGBC and CII to be Net-Zero by 2050, supporting the country’s sustainability plans. He has initiated several COVID 19 vaccination camps across Bengaluru to spread awareness and empower people. In addition, Colliers’ workplaces are created on the concept of PACE to ensure that our employees receive a collaborative and flexible work environment prioritizing their health and well-being. Sankey is an inspirational and fearless leader who believes in walking the talk and seizing opportunities despite challenges. Sankey has created an enterprising work culture where our people are empowered to maximize the potential of property for our clients. At Colliers, it is not just what we do but how we do it. Under his

leadership, Colliers is operating as a leading diversified professional services and investment management company. Over the years, Colliers has built a well-known and highly respected global brand and operating platform. Colliers’ entrepreneurial culture and partnership philosophy attract the best talent to lead the industry into the future. Colliers has a disciplined growth strategy with a focus on growing faster than the overall market. Additionally, under his direction, Colliers India is following the Global Sustainability Solutions Group’s Environmental, Social, and Governance standards. The goal is to implement governance policies that will provide the clients access to practical and finest energy and sustainability expertise, allowing them to increase operational performance and resource productivity while lowering their carbon footprint.

AN UNENDING SERIES OF AWARDS

For his contribution to the Indian real estate sector, Mr. Prasad has garnered numerous awards in India and abroad. He has been honored with the Most Inspirational Leader award in Real Estate in 2020 by White Page International. The Realty Plus group has recognized him as one of the Top 100 Real Estate Influencers. Owing to his unwavering efforts, Colliers has been awarded as India’s Most Admired Brands in 2020 by White Page International and the Best Realty Brand by the Economic Times Group. His vision is to develop organically over the next 3 years, surpassing growth targets and emerge as the country’s leading real estate management and investment management firm. With a clear vision, confidence, and passion, he has been making an indelible mark in the field of entrepreneurship. He is someone you can look up to and strive to be!

Standing Tall In The Creative Sphere

Biren Ghose, the Country Head in India for Paris-based Technicolor, is a visionary and strategist who has aided India's entertainment industry in gaining global eminence in the computer graphics realm. The grand rise of this dynamic leader and his long string of successes deserve a standing ovation



Known for his composed demeanor and commitment to excellence, Biren has been the Country Head of Technicolor India for over a decade. This US \$5 billion MNC provides services and products for communication, media, and entertainment industries. Biren is a marketing strategist with experience spanning many different industries in India and the Middle East. Biren graduated from the University of Calcutta with a degree in commerce and pursued an Advanced Management Program in Corporate Planning and Management Control at the Massachusetts Institute of Technology (Sloan School) in the United States. Biren's leadership skills have been the cornerstone of Technicolor India's success. He built Technicolor's India studio from scratch when he joined the company in 2009. The studio he helped establish is now a primary hub for animated content in television, movies, and games. From a small crew to a staff of approx 6,000 artists and technicians, Technicolor India has become the industry's largest computer graphics company. Biren also manages a team of over 500 engineers who maintain the firm's competitive edge by constantly inventing new approaches. One of the best characteristics of this inspiring leader is his willingness to take risks. Biren is ecstatic about his achievements, but he also welcomes failure & strives to learn from it. "Failure is part of the learning

“I BELIEVE STRONGLY THAT EVERY PERSON SHOULD BE ENCOURAGED TO BE THE BEST VERSION OF THEMSELVES. TECHNICOLOR INDIA HAS INCREASED THE REPRESENTATION OF WOMEN IN ITS TEAM BY 11%. CURRENTLY, WE HAVE APPROXIMATELY 650 WOMEN WORKING FOR US”

process, much like falling over when learning to walk,” says the upbeat leader. Biren has spent two decades working in the FMCG and Durables industry in both strategic and operational roles, which has allowed him to gain exposure to both Indian and international markets. During this period, he became involved in many joint ventures and collaborations, allowing him to create new business models. For the past ten years after that, his journey has taken him through some exciting media and entertainment assignments. He has been involved in all forms of content conception, production, and distribution, focusing on kids and family genres.

AN INSPIRING THOUGHT LEADER

Biren is a thought leader and industry pioneer who has been lauded as a mentor and a revolutionary by government and industry leaders alike. The Indian government has recognized him as a leader in policy formulation and advocating educational initiatives. The dynamic leader has also been an advocate of the French industry in India. His studio's accomplishment has been displayed to several high-level French delegations visiting Bengaluru. Additionally, he has implemented a series of French technology events in Bengaluru and spoken at various government and industry conferences about the strategic roadmap for French companies.

WEARING MULTIPLE HATS

The task of wearing multiple hats is never easy, but Biren doesn't embrace what is easy for him. Besides being the President of ABAI [the Bangalore-based AVGC association], the animation evangelist is also the Vice Chairman of the CII National



Media & Entertainment Committee. He also serves as the Chief Mentor for STPI's Centers of Excellence for animation and AR and VR in the Northeast of India. Further, the multi-talented leader has been a member of the management committees of NASSCOM, FICCI, and other trade associations. His zeal aids him in juggling various responsibilities.

CAREER HIGHLIGHT

When asked to recount the pivotal moment of his career, Biren cites 1987-1989 as a defining point when he gained the responsibility to lead a Joint Venture between a Swedish Biotech firm & UB Group. However, he says his current role in Technicolor India is the most remarkable, as he was hired into a company when the firm was undergoing the process of transitioning to a 100% subsidiary in 2009. Biren is a fantastic team player and believes that teams that work together are more resourceful and add more value to firms than conflict-ridden teams. Through his pacesetting leadership styles, he sets the pace for others to follow. The people-oriented leader firmly believes that the key to fostering teamwork and collaboration is to empower the team members with a clear purpose. He never fails to appreciate his team for their hard work and efforts. He applauds the talent of his team, saying, “The way Technicolor India's artists have carried out character performances for some of the world's most iconic characters speaks volumes about their artistry.” The humble leader adds, “We owe our success to our diligent team members who have been pushing the boundaries of innovation by collaborating with the world's best artists and designers.” Biren aims at creating a positive and inclusive work environment that promotes gender diversity. He asserts, “I believe strongly that every person should

be encouraged to be the best version of themselves. Even though 50-60% of animation students are women, hardly 5% of women studio executives are involved in animation/VFX worldwide. Technicolor India has increased the representation of women in its team by 11%. Currently, we have approximately 650 women working for us.” He appreciates differences in individuals and cultures. “Our workforce comprises people of different genders, ethnicity, ages, nationalities, and religions. Thus, we have a clear diversity and inclusion policy in place that benefits our employees,” he says.

DEDICATED TO SOCIAL WELFARE

The compassionate leader is keenly aware of the importance of CSR and participates enthusiastically in giving back to society. His goal is to use visual communications and the arts as a catalyst for community development. In his opinion, the development of talent in skill sets across all spectrums of digital arts can lead to economic growth.

BASKING IN GLORY

He was recently awarded the Ordre National du Mérite by the President of France. The award bestows on Biren the title of “Chevalier,” - a French knighthood. Also, his unstinting involvement has earned Technicolor seven Emmy Awards in Animation from 2016 to 2019. He has also enabled his clients to win a number of world titles such as Oscars, VES, BAFTA, Cannes Lions, and many others for their pioneering work in VFX and animation in films TV, advertising, and games.

Never settling for anything less than the best is Biren's success mantra. He is extremely passionate about art and music. He loves collecting art and listening to jazz music. His hobbies include playing guitar, tennis, photography, F1 motorsports.

Leading Through Transformation

Mr. Mandar Patil is a visionary entrepreneur who sets lofty goals and works tirelessly to make those goals a reality. In his role as Vice President - International Market and Customer Success for Cyble, he is in charge of a targeted growth strategy that includes evangelizing the Cyble Risk intelligence platform, global partnership strategies, and successful customer experience



A qualified engineer, Mr. Patil is a graduate of the Sardar Patel College of Engineering in Mumbai. He also holds an MBA degree in Marketing & International Business. This industry leader has a proven track record of building long-term relationships with clients and industry partners and has over 15 years of experience in the field of cybersecurity. Before embarking on his startup projects, he worked for major companies like IBM and Hewlett Packard.

Dark Web monitoring and cybercrime are two issues that he has evangelized as part of his focused growth strategy. As a result of his strong market presence and reputation, Cyble is well positioned to meet customer needs. He is also socially connected with over 12000 cybersecurity professional networks across the globe.

The need for cyber security continues to grow as our society becomes more digitally connected and data increases in value. Therefore, Mr. Patil aims to establish a cyber-safe environment for seven billion people in the world. His mission is to maintain business continuity by delivering relevant and timely information to organizations, individuals, and consumers in dark webs, deep web, surface web and cybercrime. The passionate leader says, "As a cyber security professional, I love solving technical problems and helping people. I believe there is no similar field in IT that

“FOR ME, THE CYBER ATTACKER IS A HUMAN, MOTIVATED BY ECONOMIC, FINANCIAL & COGNITIVE NEEDS. I UNDERSTAND THE BAD GUYS BETTER THAN ANYONE ELSE BECAUSE, THROUGHOUT MY CAREER, I HAVE TRAINED MYSELF TO THINK EXACTLY LIKE THEM & ANTICIPATE THEIR MOVES”

has as much to offer as cyber security.”

CAREER MILESTONES

An ardent cyber security leader, Mr. Patil has established and developed four cyber security companies in India & SAARC from scratch and scaled them to multi-million dollar revenues with aggressive growth and disruptive business models. The cheerful leader reiterates his enthusiasm for cyber security, claiming that he has never seen cyber security as a technology problem. He explains, “For me, the cyber attacker is a human, motivated by economic, financial, and cognitive needs.” He continues, “I understand the bad guys better than anyone else because, throughout my career in cyber security, I have trained myself to think exactly like them and anticipate their moves. It is a skill I have mastered.”

Working hard has been the hallmark of his success, and keeping his clients happy and satisfied has always been a priority. With his stellar contributions and people management skills, Mr. Patil has made a unique mark on his organization and the cyber security domain.

A LEADER PAR EXCELLENCE

Over the years, Mr. Patil has created and developed winning teams and gathered them around a common objective of being an undisputed champion in the dark web surveillance space. As a transformational leader, he stimulates and inspires his team members to achieve extraordinary results while at the same time developing their own leadership skills. He asserts, “I truly



believe in transformation. It’s all about making improvements and finding better ways to get things done.”

Mr. Patil is also known for his incredible team spirit. The people-oriented leader is particularly interested in motivating and empowering his team members and assisting them in streamlining their processes or upgrading their competence. He consistently motivates his team to do the right thing, even if no one is watching. Being aware that the work Cyble does is extremely sensitive, he refuses to cross any ethical boundaries that may harm clients, partners, the company, or the team.

Additionally, his pursuit of customer satisfaction provides him with a total sense of fulfilment. He holds that customer satisfaction is what makes an organization successful. Therefore, the vigilant chief scrutinizes each process with a discerning eye and identifies areas that may need improvement. His work ethic has been the pinnacle of his effectiveness and keeping clients satisfied and happy has been his top priority.

In his view, good corporate governance is underpinned by four principles: transparency, accountability, and security, coupled with effective risk management. These values assist him in successfully running his business and building solid professional connections with all of his stakeholders, including board directors, managers, employees, and, most crucially, shareholders.

“We implement more self-assessment from time to time as part of our corporate governance and startup agile culture to make smarter decisions for the benefit of our stakeholders,” says the dynamic leader.

Mr. Patil’s long-term goal is to create a SaaS platform that allows businesses and consumers worldwide to receive early warnings about potential cyber attacks so

they can plan a practical preventive and response approach.

THINKING BEYOND BUSINESS

Mr. Patil is a socially aware leader who is actively involved in CSR activities. Stressing the importance of corporate social responsibility, the benevolent leader says, “I believe in CSR not only because it aligns with our principles but also because it makes good business sense.” Moreover, the generous leader made sure that Cyble has been committed to helping the communities during the pandemic.

The second wave of COVID-19 wreaked havoc throughout India, impacting millions of families and children whose lives will never be the same again. The SOS children’s villages in India are caring for some of these children who lost their parents. Many children lost their families during the devastating pandemic, and they do not know where their families are. Cyble, under his direction, partnered with SOS children’s Villages of India to start a Project “Umeed.” In launching this initiative, the compassionate leader hopes to support children affected by the pandemic.

HALL OF FAME

Mr. Patil’s business acumen and hands-on experience in cybersecurity have earned his startup numerous awards over the last three years. His current startup, Cyble Inc., which is backed by Y Combinator, has been named one of Forbes’ Best 20 Cybersecurity Start-ups to Watch globally. The company has also been honoured with Cybersecurity Excellence Awards 2021.

Mr. Patil draws inspiration from many things, including seeing others achieve the impossible, defy the odds, hearing inspirational quotes of great thinkers, and even the beauty of nature, which reminds him how privileged it is to be alive.

Being A Leader That The World Needs

Highly ambitious yet mindful, Talal Al Ajmi is a farsighted Kuwaiti businessman who has made quite an exceptional name for himself in the industry. As an extremely popular youth icon, he inspires the youth to dream big and achieve big. His unique personality and strong work ethics add to his charisma



Talal was born and brought up in Kuwait. Hailing from a simple, middle-class family; he always had big dreams. He wanted to start his own business and reach great heights. However, his family was not very supportive of the idea since trading was seen as a risky business back then and not something to be pursued as a career. After doing a few jobs here and there, Talal realised his lifelong dream of owning a business. From being an employee to donning the hat of an employer, he has made quite a journey. A journey that should be shared and celebrated!

HUMBLE BEGINNINGS

Even though Talal graduated from Philadelphia University with a degree in Information Technology, his interest was always in the finance sector. To gain knowledge about the financial industry, he worked with a few financial companies. This allowed him to gain some knowledge about the investment business and the experience needed to take that plunge into his entrepreneurial journey.

He founded VI Markets in 2010 and his company went on to become the most recognized and leading Trading platforms in the Middle East. In the past 11 years, VI Markets has achieved great success. It was the first Kuwaiti company to get the licence

“I BELIEVE IN LEADING THROUGH EDUCATING. EDUCATING MY STAFF, MY CLIENTS & ALL THOSE INTERESTED IN THE FINANCIAL MARKETS WAS & WILL ALWAYS BE MY MAIN MOTTO IN LIFE. THROUGH EDUCATION, YOU ARE EMPOWERING PEOPLE & THAT IS THE MAIN TRAIT ANY LEADER SHOULD POSSESS”

from the Financial Conduct Authority (FCA) and Talal worked hard to get that. Today, VI Markets is one of the few companies that is regulated by the FCA and offers a global presence as a tailored online trading company. VI Markets has also won the best partner in the World for five consecutive years with One Financial Market based in the UK. “I’m proud of my company VI Markets and what it had achieved in the past 11 years,” says Talal.

SKY IS THE LIMIT

Talal is a believer of this saying – ‘sky is the limit.’ In his words, “I always aspire to achieve greater things. I do achieve goals and set millions after it.” Achieving goals is what motivates him to go beyond. This is the reason he didn’t stop even after VI Markets was well-established. He started another initiative called Yasmeeen. A forum exclusively for women, designed specifically to support women empowerment in business and the world of financial investment, through structured training and education on commerce and the world’s financial markets. It is a program in which presenters, workers, and the target audience are all women.

Although the primary focus of the program is on financial management and broking it is not solely focused on it because the research showed Talal that many women who entered the financial sector usually got into loans or banks without any basic foundation. This program thereby focuses on laying a strong foundation of the financial industry and educating women to



choose the right path most suited for them.

It is a program dedicated to providing women in the Arabic world with services tailored specifically to their individual needs. Created for women, by women, Yasmeeen focuses on the increasing number of financially active women in the Middle East who run their own businesses or manage their own investments. Yasmeeen has social networks that allow women to share their experience in business with other women and that leads to more women getting inspired to pursue their career ambitions. It makes for an open, safe space to discuss challenges faced by the women.

EMPOWERING THROUGH EDUCATION

Educating and promoting awareness in people has been one of the main goals of Talal. Education has been important to him because when he entered the financial sector he also learnt by educating himself through whatever channel he could. He believes in educating not only those people who want to enter the financial sector as professionals but also masses who want to start trading and manage their portfolios.

At VI Markets, there is a huge array of educational resources that Talal offers in a bid to help aspiring people who want to enter this industry. “We strive to provide all those interested in online trading to join our free seminars and workshops held every week,” he shares. Due to the pandemic, most of the courses are now available online to accommodate the demand.

To further his reach and aid his awareness mission, social media has also been his ally. He has a follower base of over 64,000 followers on the social media platform Instagram, which mainly comprises Kuwaiti and Middle Eastern traders. He shares his daily trades and educates them on portfolio management through his account. “I believe in leading through educating. Educating my

staff, my clients and all those interested in the financial markets was and will always be my main motto in life. Through education, you are empowering people and that is the main trait any leader should possess,” he asserts.

Mr. Talal believes in giving back to the society and helping the underserved get access to quality education. To further his cause of educating masses, he has built schools in Indonesia and even helped building schools and compounds to serve hundreds of children in India.

VALUING VALUES

VI Markets is a name to reckon with and it can all be credited to the business ethics of Talal. He believes in his team and they work together to provide the best-in-class services to all their clients. Talal swears by a few values that he has also ingrained in all his team members. These are transparency in carrying out deliverables, accountability in handling projects and fairness through the evaluation process.

Talal is a family man at heart. He credits his brother for wherever he has reached today. “My elder brother Mohammad is my biggest inspiration in life. He was my main supporter when I began this journey and I owe most of my success to him. He supported me by all means.”

GLORY ALL THE WAY

Talal has won many honours owing to his charismatic personality and his business ethics. He was chosen the ‘Most Inspiring Man’ by CP Magazine in 2018. He also earned a place in ‘The Arab Power List 2021’ among others. The future looks quite promising for him as he looks to build on his work and grow his business globally. He has a well-established name in Kuwait and the Middle East and now would like to expand all across the globe.



Amitt Nenwani



Arun Kar



Ashish Khandelwal



Birendra Sasmal



Dipak Choudhary



Dr. Biplab Kumar Biswal



Dr. Krishan Kishore Mathur

GLOBAL INDIAN OF THE YEAR 2020-21



K.G. Baburajan



Himansu Mohapatra



K. Shyamprasad



Dr. Suresh Menon



Dr. P Shyama Raju



Maneesh Tripathi



*Mohan Kumar
Sundaram*



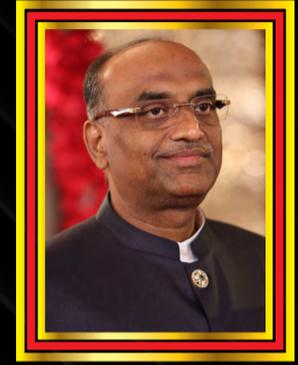
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Dinodiya*



Mahendra Vora



Parveen Goyal

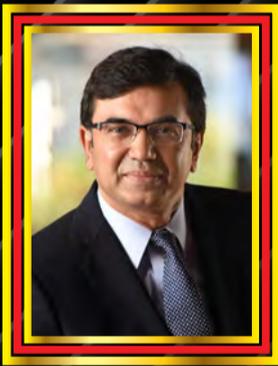


Prakash Goenka



Prasad Guntupalli

Establishing a successful commercially viable business enterprise that is economically feasible, environmentally sustainable and helps in nation building is an uphill task. The uncertain industrial milieu coupled with vigorous cut-throat competition mars the entrepreneurial spirit. There are some of the prodigious leaders who overcame every difficulty and completely transformed global dais with their ground-breaking ideas, brilliant operations, and game-changing products and services. Their concerted efforts and incredible focus have enabled them to write stimulating stories of success. Presenting to you a list of some of these top extraordinary global leaders from India



Rajesh Jejurikar



Ramesh Awtaney



Rishi Mehta



S. Durgaprasad



Sree Balaji



Sumesh Satyan

Surging Ahead, Unfazed By Challenges

Business runs in the blood of Amitt Nenwani, the Managing Director of Shiva Group, who hails from a family of entrepreneurs. Following in his father's footsteps, he has been taking the business to new heights of success. His inspiring entrepreneurial journey reveals his gusto to seize possibilities, which has kept him going strong



Amitt, a qualified engineer, has also pursued business management courses to hone his entrepreneurial expertise. Using his cutting-edge ideas, he has been instrumental in restructuring his company's business operations, expanding its market reach, and improving all aspects of profitably running the business. He is a sharp observer who is constantly one step ahead of the curve when it comes to utilizing technology. Under his stellar leadership, the Shiva Group of Industries has managed to enhance business profitability by five times in the last one and half years. In a short period, he has successfully achieved INR 500 crore topline with a lot of zeal. Nevertheless, the humble leader can't rest on his laurels. He says, "This is just the beginning, we are all raring to grow and go further."

To embark on the route of entrepreneurship takes persistence, and Amitt is a live example of this. The leader credits his fast-rising success to his father and mentor, Mr. Shiv Kumar, the Founder and Chairman of the Group. He reveals that the best leadership lessons he ever learned came from his father who is his inspiration. "I had to struggle a lot in my initial days. My father made me learn the ropes from the ground up, just like any other employee. I wasn't granted any preferential treatment, not even a private cabin." He recalls, "I



“THOUGH BUSINESS GROWTH IS A CRUCIAL METRIC FOR EVALUATING A COMPANY’S SUCCESS, THE HAPPINESS AND PROSPERITY OF OUR PEOPLE IS THE MOST IMPORTANT METRIC FOR US AS WE CONSIDER OUR EMPLOYEES AS OUR EXTENDED FAMILY”

used to sit with the sales staff and had to go on customer visits and wait for hours for appointments. These challenging lessons provided me with the opportunity to examine and experience things from different angles, and they served as the foundation of my learning.”

VALUES CORPORATE GOVERNANCE

Amitt plays a crucial role in shaping the corporate governance of the Shiva Group. The responsible leader ensures that the company has the best processes and policies in place to deal with concerns related to how it is administered and operated daily. The honest leader also ensures that the company facilitates ethical and responsible decision-making conforming with all relevant policies, rules, regulations, and codes of best business practices, all while adhering to the ethics and operating principles of the Shiva Group. Stressing on the importance of sound corporate governance, the leader says, “I believe business ethics and corporate governance of an organization must go hand in hand. Shiva Group implements the best corporate governance principles as a firm that follows ethical principles in all of its activities.”

ALWAYS ON THE GO

Amitt is riding a wave of success and has grand plans for his company. His short-term plan is to grow exponentially and invest in an IPO. In the next three years, he plans to expand the reach of his company



to over 15 countries. When asked about his long-term objectives, the focused leader says he wants to explore all possibilities by offering personalized chemical solutions to businesses while maintaining the highest levels of safety, quality, environmental protection, and community involvement.

Amitt is known among his peers for his curious intellect. It is curiosity that fuels his desire to learn new things and grow as a person. “It’s not just having curiosity that matters. What matters is how you follow your curiosity. My curiosity keeps me going and helps me to connect ideas better,” says the leader.

PRIORITIZING EMPLOYEES

Keeping his employees at the core of his thoughts, Amitt strives to build a positive work environment. He strongly believes that if you take care of your employees, they will take care of your business. He says, “Our continuous achievements are fueled by our employees’ devotion, zeal, and brilliance across a wide range of disciplines, and we owe our success to them.”

As the captain of the ship, I just give the direction and the team drives the organization,” says the enthusiastic leader.

The empathetic leader also values employee safety as well as their physical and emotional wellness. The leader adds, “Though business growth is a crucial metric for evaluating a company’s success, the happiness and prosperity of our people is the most important metric for us as we consider our employees as our extended family.”

For Amitt, wellness comes before business. Under his stewardship, the company has sponsored vaccination efforts to immunize staff in order to ensure their safety. What’s more, there were no layoffs or salary cuts in his company amid the pandemic.

PREPARED FOR THE WORST

Amitt is a true visionary who can see around corners and make the most of what he has. The strategic leader strongly believes that if you don’t have a solid strategy in place to quickly resume your business operations, even a minor disruption can have a huge impact on your organization. He is skilled in taking decisive actions despite chaos, complexity, and ambiguity. It is his strategic mindset that has helped the company thrive through the ongoing pandemic. He says, “The coronavirus crisis demanded quick and resourceful planning to keep the business going. Despite the COVID-19 crisis and its short-term economic impact, our corporate goals remain intact. “

PAVING WAY FOR A BETTER FUTURE

A socially responsible leader, Amitt leaves no stone unturned in making the world a better place. “Philanthropy is the heart of our organization. We want to be a responsible business that adheres to the highest standards of ethics and professionalism,” says Amitt. “Being in the petrochemical business, we feel responsible for not harming our planet. Therefore, we are consistently making moves to create an environmentally friendly business. To this end, we have set up zero-emission plants and are proud of the fact that we do not contribute to air or water pollution. Also, we regularly organize tree-planting drives in all the locations where we have a presence,” he elaborates.

Through SHIVASOUL, the CSR wing of the Shiva Group, he offers free education and medical facilities to the EWS of India. When the second wave of COVID-19 hit India, and it was facing an acute shortage of oxygen cylinders, Amitt stepped up to help people in need. He has also been initiating sanitization drives to supply sanitizers to underprivileged people free of cost.

Acing The Game From Battleground To Boardroom

Fiercely-driven is the perfect word to describe the soldier-turned-entrepreneur, Arun Kar — the Co-Founder of UK-based multinational digital innovation organization, Xpertnest. He has not only passionately served the Indian Army, but has also excelled in the realm of business



ARUN KAR

Arun hails from a humble family based in the state of Odisha, India. The adventure of his life began with an Atlas Goldline Super bicycle and culminated with the possession of multiple Tesla cars and super-luxury cars in the UK. Motivated by the Kargil war of 1999, the young and determined Arun joined the Indian army as an officer in the year 2000 after clearing Combined Defence Services interview (conducted by the UPSC), & Service Selection Board interview. After serving seven years in the Artillery Division of the Indian Army, he opted for early retirement owing to injury & medical concerns. Following his retirement from the Indian Army, Arun decided to take the entrepreneurial plunge after finishing management studies at the Indian Institute of Management, Bangalore. The military veteran is now the Co-Founder of the Nest Group of companies, which is designed across five subsidiaries, including Multinational Digital & Technology Innovation companies specializing in Information Technology & Environment Sustainability.

SURGING AHEAD WITH DETERMINATION

Arun believes that the qualities of courage, determination, and leadership imbibed while serving in the Indian Army have given him the confidence to embark on large-scale projects. The confidence he drew



“A CSR INITIATIVE NOT ONLY DEMONSTRATES THAT A COMPANY CARES BUT IT ALSO HELPS BUSINESSES GROW AND SET AN EXAMPLE. EVERYTHING XPERTNEST DOES IS CENTERED ON PEOPLE, COMMUNITIES, AND THE PLACES THEY WORK AND LIVE”

from the armed forces has also helped him deal with the hurdles of running a business. The Nest Group was founded by Arun and his partner Chintan Panara to develop game-changing solutions across industries & thereby creating a more intelligent world for humanity. Today the Nest Group has five subsidiary companies, including Xpertnest. Through Xpertnest, the duo aims to bring together technologies like artificial intelligence, machine learning, deep learning, IoT, & sophisticated analytics for forecasting trends & optimizing processes to provide more value.

UNIQUE LEADERSHIP STYLE

Arun is inspired by many world luminaries, including Mr. Dhirubhai Ambani, Mr. Elon Musk, and Mr. Jack Ma, to name a few. He considers these business titans to be his pillars of strength, as their philosophy has helped him in developing a distinct leadership style of encouraging others, offering direction, and putting plans into action. Arun also has extensive expertise in developing & directing high-performing teams in multiple jurisdictions around the world. Like a true leader, he has built a healthy work culture where his team can perform at their best. Backed by a motivated team, the ambitious leader has successfully delivered multi-million-pound projects for clients in the United Kingdom, Europe, & the United States.

AN ENTREPRENEUR PAR EXCELLENCE

As a Global Leadership Cadre professional, he is proficient at engaging with C-level officers and decision-makers of Tier 1 companies in Europe, and the US. He is also fascinated by innovative ventures led by young entrepreneurs and enjoys



collaborating with them. The dynamic entrepreneur has worked for numerous notable clients over the years, including the largest Telco in the UK, Big 4 consulting firms, Utility companies, Councils & Public sector authorities (at the National Level in the UK), world's second-largest CSP, Global Banking & Financial markets clients, and smart city development projects. Arun is also relentless in his pursuit of exceptional customer experiences through the integration of utility and technology. Arun is an action-oriented individual who intends to bring the economy & society to a state of progress and prosperity. He has created numerous job opportunities in India, the UK, the Netherlands, Ireland, and Dubai. What's more, the self-motivated leader presently contributes significantly to the overall growth of India's economy and employs over 100 people around the world, especially in India.

SOUND CORPORATE GOVERNANCE

Arun considers corporate governance as the cornerstone of any successful business. When it comes to corporate governance, the ex-Indian army officer goes above and beyond to ensure the company runs smoothly. Emphasizing the importance of integrity in corporate governance, Arun says, integrity underpins the principles of fair, transparent, ethical, & equitable business dealings. Good corporate governance, he says, is based on integrity, trust, honesty, & responsibility. "At Xpertnest, we take corporate governance seriously and are devoted to ethical practices that guarantee the best results and value for us as well as our customers," he adds. Committed to Bringing a Positive Change in Society Arun says, "CSR activities are inbuilt in our business concept." He explains, "A CSR initiative not only demonstrates that a company cares but it also helps businesses

grow & set an example." The socially aware leader strives to make the world better, greener, & more prosperous by leveraging advanced technologies to solve the needs of real people & their communities. "Everything Xpertnest does is centered on people, communities, & the places they work and live," he asserts. Under Arun's leadership, Xpertnest has made significant investments in corporate social responsibility by establishing Earthnest (Xpertnest's sister company), to assist consumers in achieving a more sustainable future. It is revolutionizing the packaging industry by creating sustainable bio bags & sheeting made entirely of starch & other natural ingredients that are completely plastic-free. TÜV Rheinland (Germany) & UKAS (the United Kingdom) have verified Earthnest's bio bags as biodegradable. The products have also been endorsed by CIPET, the Indian Institute of Plastics Engineering, & the Indian Institute of Packaging.

GLORIOUS ACHIEVEMENTS

Arun has achieved significantly in his entrepreneurial venture at a young age. His tireless efforts & phenomenal value creation in the industry have been duly acknowledged. His relentless efforts helped Xpertnest win the Most Impacting Company of the Year in 2021 awarded by the DotCom magazine of the United States. The company was also the finalist at the U.K's National SME Awards 2020 – Business Innovation Category. In 2019, Arun was honored with the Young Entrepreneur Award for his valuable contributions to the Odia society in London. Arun is also an Official member of Forbes Business Council, and featured on International Media like Mobile World Congress, Telegraph, BBC and Smart City Expo. In 2019, the company has also won 'Company of the Year' title in Smart City Solutions Category.

Taking Forward A Legacy

Mr. Ashish Khandelwal joined BL Agro in the year 1999. His aim was to modernize the business and take the brand to the next level. With the help of his decisive nature and business acumen he managed to scale the business and make it a brand that everyone knows and recognizes. As the Managing Director of the organization, he has not only led business into modernization, but also taken the empire to an all new level with his foresight and unceasing dedication to excel.



ASHISH KHANDELWAL

It is said that businesses take not only sweat but blood and tears to build – and who is better to share that than family. BL Agro is one such brand that has been started by a visionary but sustained by his children. Mr. Ashish Khandelwal has been efficiently carrying forward the legacy of excellence established by his father, Mr. Ghanshyam Khandelwal, who started this business back in 1985 with a seed funding of Rs 10 lakh. Over the years, BL Agro went on to become a name to reckon with and changed the face of Bareilly – the small town in Uttar Pradesh where the company was started. Mr. Khandelwal joined the business in 1999 and had big shoes to fill. Under his guidance and perceptive leadership, BL Agro has scaled new heights and is today a well-known FMCG brand with a turnover of Rs 2,500 crore.

TAKING FORWARD A LEGACY

Since joining the business, Mr. Khandelwal has made it his mission to establish himself as a growth motivator by bringing in new age marketing concepts & innovations. He has worked really hard at establishing an unmatched hold on the market pulse. “I am committed to take BL Agro to newer heights,” he says. He continuously works on the infusion of new cutting-edge technologies, modern innovations, & adaption of the latest marketing trends. Translating his futuristic outlook into action, he has scripted the firm’s venture



“I DEAL WITH CRISIS WITH COURAGE & ENDURANCE. DURING MY GROWING UP YEARS, I HAD SEEN HOW MY FATHER BUILT THE BUSINESS FROM SCRATCH & TOOK IT TO GREAT HEIGHTS. HIS JOURNEY HAS ALWAYS INSPIRED ME. IT WAS A CHALLENGE TO EXPAND FURTHER & TAKE OUR COMPANY TO THE NEXT LEVEL ”

into many modern business methods. He brought in consumer packs segment, latest fully automated packaging system from France, an automated racking system from Japan & various other machineries from Germany, Spain, Korea, Italy, Belgium, etc.

A DISTINGUISHED LEADERSHIP STYLE

Mr. Khandelwal puts a lot of importance to decisiveness. He truly believes in making decisions quickly, even the most difficult ones. The other thing that he always keeps on the forefront is innovation. He is always keen about uniqueness and novelty. As a leader, he tries to always motivate the team to achieve higher levels of success one task after another. “I deal with crisis & challenging situations with courage and endurance. During my growing up years, I had seen how my father built the business from scratch and took it to great heights. His journey has always inspired me. At the same time it was a challenge to expand further and take our company to the next level,” he shares. But, he did deliver. He managed to take a business that was built with spirit & resolve and made it into a modern multi-million FMCG brand. His most successful initiative was diversifying the firm’s portfolio & adding food items to the existing oil business. Mr. Khandelwal worked tirelessly to launch food products under the brand name ‘Nourish’. His efforts received immediate acceptance and appreciation from the market when the new products got a great response. It was his carefully thought strategy in developing each product. He did an elaborate study of market dynamics & consumer behavior &



launched products that had higher health and nutritive value. To support this he also established top-of-the-line production capabilities.

ONE STEP AHEAD, ALWAYS

It is the characteristic of a true leader who sees beyond just statistics and figures. One who thinks of each and every individual in the company while moving ahead and also tries to influence the surroundings with his ground-breaking efforts. At BL Agro, Mr. Khandelwal has led many such initiatives that have had a lasting impact on all employees as well on the environment. One of the most appreciated efforts has been the installation of air purifiers that improved the Air Quality Index of the region by 88 %. Along with the air purifiers, he also led initiative where the entire manufacturing plant was made to operate fully on solar power. Such initiatives have a chain effect wherein first the employees benefit as their work place becomes better and in turn the city became more breathable for everyone. To fight the Covid-19 pandemic, the management at BL Agro recently organized COVID-19 vaccination camp on their premises for the entire workforce based at the corporate office in Bareilly. Mr. Khandelwal and all senior management ensured all their employees and their family members get vaccinated. The company also took responsibility of Covid-affected employees with all the necessary things such as hospitalization, arranging oxygen cylinders, doctors, timely delivery of medicines, etc. Mr. Khandelwal is always the frontrunner in all such initiatives. For their products they rely on farmers and agricultural value chains. To give back to the community, the company also aims at empowering farmers and driving long-term growth through creation of infrastructure to support the agri-industry. At the same time,

BL Agro is contributing considerably in the domain of employment generation. Mr. Khandelwal is committed to work towards empowering the nation through large scale employment generation. He ensures that the company continuously updates its employees through skill development programmes. Technical & motivational classes by subject experts are held regularly for all employees. As part of their skill development initiatives the company also imparts training to about 200 business & technical graduates including students from I.T. BHU, HBTI Kanpur and more every year. Mr. Khandelwal also organizes industrial visits to diploma and graduate students of various streams.

THE ROAD AHEAD

Under Mr. Khandelwal’s leadership, BL Agro has received many awards. In 2018, the company won Corporate Excellence Awards from Rohilkhand Management Association and the same year World Federation of Marketing named BL Agro ‘Emerging Company of the Year’. More recently, Zee TV awarded the company ‘Uttar Pradesh Business Leadership Award’. Mr. Khandelwal’s sincere efforts have been recognized widely. To explore newer markets, newer opportunities and ways to make the brands visible, he has decided to invest heavily into advertising and promotion of both their brands. From celebrity endorsements to launching a full-fledged ecommerce portal, he has taken all possible initiatives to take the brand name even higher. He has even adopted an innovative distribution strategy by opening exclusive brand stores in various states. He has proved that he not only has vision but a firm mind that takes difficult decisions at the right time, which is vital for any business. It is with his foresight that the changing times were converted into growth opportunities.

Always On The Up And Up

Many people have enormous aspirations, but only a few can transform their dreams into reality. One such person is Mr. Birendra Sasmal. A visionary with unyielding resolve to reach the summit of success, he has proven to the world that you can forge your own destiny despite your humble beginnings



BIRENDRA SASMAL

Birendra's journey can leave anyone awe-inspired. He was born to a family of poor farmers and grew up in a remote village in West Bengal (India), where there was no electricity till 2010. He pursued his graduation from outside of his village. He was always passionate about working in IT sector. After completing engineering, he started one of the finest technology companies of that time – Tandem, which was later acquired by Compaq and is now a part of HP. He has been in the technology domain for a long time, working for large corporations such as HP.

The successful entrepreneur attributes his accomplishments in the entrepreneurial world to the virtues instilled in him by his father, which enabled him to reach the pinnacle of success.

AN INSPIRING JOURNEY

Following his stint in the IT sector, Birendra ventured into the entrepreneurial realm, by launching an IT consulting firm Fusion Tech with his American colleagues. The company quickly expanded from a small team of a few people to a workforce of 360 people. Fusion Tech was acquired by a venture capitalist in 2006, after which it merged with Alliance Consulting, a US-based firm. It is now part of EPAM, one of the largest



“I’VE BEEN A RISK-TAKER SINCE THE BEGINNING OF MY CAREER, & I HAVE ALWAYS WELCOMED CHALLENGES WITH OPEN ARMS. I CONSIDER MYSELF A LIFELONG LEARNER, WHICH IS WHY I HAVE FAITH IN THE YOUNG GENERATION, PARTICULARLY IN LIGHT OF HOW QUICKLY THE WORLD IS CHANGING”

companies listed on the New York Stock Exchange.

The launch of a company called Subah, based in West Africa has been one of the highlights of his career. Under his direction, the company focused on how to generate revenue for the West African government so that the revenue can be utilized for the welfare of the people. “We started Subah with five people and soon it became a 1500 people team within five years, with over \$100 million turnovers,” says the leader.

Birendra recently co-founded Science4Data, a FinTech and media analytics firm in New York. Currently, the leader is spearheading GreenFinch in India which provides digital transformation, artificial intelligence, machine learning, and Internet of Things (IoT) solutions to various telecom operators, financial institutions, and federal agencies in the United States, Africa, and India.

SPREADING ROOTS & WINGS

Birendra has been instrumental in the development of businesses in various parts of the world, including the USA and Europe. The technologist-cum-investor is currently focusing on spreading presence in Asia, especially India to empower the Indian farmers in particular and support the Indian economy in general. He believes that India is witnessing remarkable growth in terms of IT. Therefore, he intends to concentrate



his efforts on agricultural technology in India and surrounding countries. “That, I feel, is the one area in which the APAC countries have been battling for a long time to improve their output, productivity, and yield”, says the thoughtful leader.

INNOVATION RUNS THROUGH HIS VEINS

Birendra is a forward-thinking leader who stays on top of industry trends and innovations. As a growth enabler, he prioritizes two things--innovation and continuous improvement. Over the years, he has built a strong foothold in the IT industry. His mission is to provide businesses with a cutting-edge set of tools to help them grow faster. He also wants to assist his clients in achieving their organizational goals. At the same time, he believes in empowering his team for greater business success. He is quite adventurous and eager to explore uncharted terrains. From inventing solar base stations for remote African villages to empowering Indian villagers through Fintech, he has done it all. For example, he founded a financial services company for people residing in rural villages more than a decade ago, when only a few Indian villagers had a basic mobile phone. Birendra came up with the breakthrough idea of doing banking transactions utilizing a simple mobile phone. His goal was to provide financial tools to underserved businesses in India, particularly in the last mile, where no financial services had previously been available. That was a remarkable concept, which was implemented in over 100 villages across India.

A GEM OF A PERSON

Birendra’s commitment to society is unshakeable. He believes that it is important that we use our earnings to benefit the society that has invested so much in us. “It

is our duty that when we become capable of earning a living, we should give back to society for the welfare of the less fortunate,” says the benevolent leader.

He adds, “Every person has a unique value chain. So one of my value chain principles is that everything I take, I must give back.” The leader established almost six basic IT training schools and trained over 6000 children from various countries and remote areas on the African continent.

Birendra also emphasizes the need for waste management. “One of the areas in which we made significant contributions has been waste management. We created a solution that can track your garbage bin and identify whether it is empty or full. It also sends you notifications about how long it has been empty. It can also keep track of the types of raw materials that are derived from garbage,” says the C-suite leader.

GAINING PROMINENCE AS AN INDUSTRY LEADER

For his outstanding contribution to the IT sector, Birendra has been honored with European Business Award. He is also the recipient of the UK Asian business person of the year. What’s more, he has also received the President Award from Ghana for his voluntary services to Africa’s army in various security areas, which have been highly beneficial to their security issues. Additionally, he was also honored with the Falcon Award in Africa for his work on innovative revenue tracking tools for the government. He was also a guest speaker in the United Nations ITU programs several times. Birendra has quickly ascended the success ladder as a result of his unwavering commitment to succeed and enormous desire to make it big. He sees an exciting future ahead of him, full of new adventures and possibilities that will help him grow as a person.

Carving His Own Route To Success

With a mission to provide innovative and sustainable products, Mr. Dipak Choudhary brought PMD Chemicals Ltd. UK, one of the largest independent manufacturers & suppliers of process chemistry, to India. As the Director & CEO, PMD Chemicals India, he has been driving the firm to newer realms of success



DIPAK CHOUDHARY

Mr. Choudhary has been efficiently spearheading the first wholly-owned overseas facility of PMD Group UK. Under his exemplary leadership, the firm offers a complete range of electroplating and surface treatment processes to the automotive, electronic, printed circuit board and jewellery industries in the country. He has played a significant role in the appointment of distributors in key strategic markets. Owing to his dedicated efforts, the company has received India 5000 Best MSME Award.

WORKING HIS WAY TO THE TOP

After completing his studies as an aeronautical engineer, Mr. Choudhary made a drastic shift in his career path and ventured into the chemical industry. He elaborates, "When I passed out in the year 1992, at that time, there was not much scope for aeronautical engineers. The career options were restricted to the Indian Airlines, Air India or the Defence. So, I entered into the chemical industry and especially the electroplating, I found it challenging. Today, I am into this industry and I'm really enjoying it."

An expert in Business operations, he possesses excellent Problem Solving skills,



“ONE GOOD LESSON THAT I HAVE LEARNT FROM LIFE IS TO WORK HARD AND PLAY HARDER. AN ENTREPRENEUR IS BOUND TO WORK HARDER, I WOULD SAY, EVEN WORKING MORE THAN OTHER PEOPLE DO. BUT DON’T SACRIFICE YOUR SOCIAL LIFE. WE HAVE TO ACCOMPANY BOTH THE THINGS TOGETHER”

values Customer Service and holds rich domestic and international experience. Talking about how he began his journey with PMD Chemicals and bringing their operations to India, Mr. Choudhary elaborates, “I am an aeronautical engineer by qualification, but I ventured into the chemical industry, and worked in various positions. It was in the year 2011 that I decided to bring one company to India. There were so many companies in the pipeline but I went to the PMD UK, and we finally decided to start the operation in India during 2012.”

Having achieved remarkable success in the chemical industry sector, he declares with pride, “I started this company from scratch. In 2012, no one knew about the PMD in India, but now this company is so much popular. In the UK, we were supplying to Rolls Royce and all the big companies over there. This is a great achievement. I’m very proud to say we are a profitable company in India.”

Sharing his success mantra, he says, “Our excellence mantra is that your future requires our liquid. Because whatever our products are in liquid, and anything starting from the needle of the aeroplane or the BrahMos all require our chemistry. Our main mantra is processing chemistry, and obtaining the metal finishing deposit.”

CONSIDERING THE CUSTOMER AS KING

Mr. Choudhary is of the view that businesses must not hesitate in treating their customers as king. He vehemently believes that customers should be given



topmost priority in every business. According to him, the USP of PMD Chemicals which differentiates it from the others in the industry is its customer-centricity. He asserts, “We develop our products after discussion with customers and their requirements. We understand what their needs are. They should be user friendly. In addition, all our products are environmentally friendly. In the chemical industry, being environmentally friendly is very much important and our company takes proper care of that.”

TURNING CHALLENGES INTO OPPORTUNITIES

Mr. Choudhary has faced numerous challenges in his career journey. For instance, building the brand PMD in India required a lot of consistency, focus and dedication. Talking about some of the challenges he faced, he elaborates, “One of the major challenge during this situation was to make sure that your colleagues and everyone associated with your business should not be affected by the downfall of the business and one of the major problems I faced was the cash flow. Thus, we have to take stock of numerous factors that affect the market. For instance, if you realize that the cost of raw material has gone up even if ample amount of raw material has been coming from the UK, it could be because the Sterling Pound is at a very high value. So, we need to manage all the tough times and challenges without affecting our customers.”

Sharing some of the steps that he has undertaken to overcome these challenges, he says, “We have discussed the issue with our Parent company in the UK and have suggested that the raw material can be procured from the UK in bulk so that the discount could be obtained. Also, I have received the credit period of more than 90

days so that the cash flow will not get too much affected over here and I can manage the business, my staff and my customers will also not get affected by the price increase.”

FLEXIBLE AND ADAPTABLE

Referring to the present day changing global scenario, Mr. Choudhary feels that a leader must possess the qualities of flexibility and adaptability. Sharing about the future plans for the company and himself, Mr. Choudhary tells us, “In the school we are taught to make the five year plan but right now it will not work because the landscape changes. The reality over here is everyday one has to pay for new things. Whatever ventures we have, we have to plan accordingly. Also I don’t want to waste valuable time on drafting the five years plan rather I believe in sticking to the short-term or near future plans, so we are working on the six months or a year plan.”

STRIKING THE PERFECT WORK-LIFE BALANCE

The proverb ‘all work and no play makes Jack a dull boy’ holds true for Mr. Choudhary. For him, hard work is necessary to achieve our goals in life, however, he puts an equal emphasis on rejuvenation. He strongly believes that concentration on work alone with no recreation tends to make a person dull and unsociable. Reminiscing some of the life’s lessons, the biggest advice that he would like to give to young entrepreneurs is to strike an effective balance between work and personal life. He rightly elaborates, “One good lesson that I have learnt from life is to work hard and play harder. An entrepreneur is bound to work harder, I would say, even working more than other people do. But don’t sacrifice your social life and the family life and fun. We have to accompany both the things together.”

Chalking Out Winning Strategies

Dr. Biplab Kumar Biswal, the Director of Karnataka-based Kirloskar Institute of Advanced Management Studies (KIAMS), has been consistently taking firm steps towards building a platform of quality higher education for his students by ensuring transparency and high ethical practices through and through



DR. BIPLAB KUMAR BISWAL

Dr. Biswal has held a variety of distinct and distinguished positions throughout his career, amassing a wealth of experience & knowledge. The well-versed leader has over 22 years of experience in corporate & academic settings, managing research initiatives for government bodies and international funding agencies, as well as handling business operations. He has worked in a variety of top positions & has mastered the art of leading challenging projects from concept to completion. Besides holding an academic leadership position, Dr. Biswal is also a life member of the Indian Economic Association. Under his exemplary leadership, KIAMS has grown into one of India's best B-Schools. Quality matters to him more than quantity. He is committed to make the institute a close knit community of students, faculty, staff, & stakeholders. With his ceaseless efforts, the leader has succeeded in establishing a transparent & efficient administrative structure where everyone has a voice & everyone pays attention to and appreciates each other's viewpoints.

AN ILLUSTRIOUS ACADEMIC CAREER

Dr. Biswal has a brilliant academic career. He holds a Ph.D. in Management, the highest academic degree awarded in the study of management science, from



“THE WILLINGNESS TO LISTEN IS ONE OF THE MOST IMPORTANT QUALITIES A LEADER CAN HAVE. LISTENING TO YOUR STAFF AND STUDENTS, AND THEN ACTING ON WHAT YOU HEAR, IS OFTEN THE KEY TO MAINTAINING A MOTIVATING LEARNING ENVIRONMENT”

Kalinga Institute of Industrial Technology, Bhubaneswar. He has also pursued M.Com in Accounting, Post Graduate Diploma in Industrial Relations & Personnel Management in 2003, LLB in 2000, GNIIT from NIIT, New Delhi in 2001, and B.Com (Hons) from G.M. College, Sambalpur (India) in 1995. The humble leader is a perpetual learner who believes that life is an unceasing process of learning. As he puts it, “My life’s inspiration is knowledge, which I attempt to obtain from all of the sources available in this natural ecosystem. I believe that is what keeps me going every day.” He adds, “I aspire to instil the same spirit into my students so that they can thrive in their professional and personal life.”

A LEADER WITH A GROWTH MINDSET

Dr. Biswal is an open-minded leader. According to him, having a mind that is closed to innovative ideas has only one consequence – definite failure. The pragmatist leader believes that sometimes the finest learning comes from viewpoints that are diametrically opposed to your own, as long as you are prepared to embrace them with an open mind. What’s more, as a wise leader, he always takes criticism in stride & implements a transparent, cohesive, & empathetic system. He is also a good listener who believes that listening carefully to others is critical to creating a positive work/learning environment. He asserts, “It is crucial to listen to everyone because intelligence is not dependent on age, gender, or social status of an individual. Sometimes the most valuable lessons are learned from the people you least expect it from.”



LEARNING FROM ADVERSITY

Dr. Biswal is a bold leader who is constantly ready to take on new challenges. It’s the different challenges that have taught him the biggest lessons in his leadership journey. During the initial stages of his career, he spent days in tribal villages without roads, water, education, basic health care, or electricity, while he was working as an independent researcher for a disputed mining project. It was an entirely different world for him which he had never ever imagined. Despite all the hardships, he did not give up and continued his studies with zeal. Because of his tenacity, his findings were well received and earned irrefutable goodwill, resulting in additional research and consulting projects from large industrial houses. Likewise, when the pandemic presented its own unique set of obstacles, the optimistic leader embraced the hindrances as golden opportunities. The entire education system in the country underwent a substantial upheaval during the coronavirus-induced pandemic. He views the disruption as Education Revolution 2.0 and an opportunity for the educational system to evolve. Dr. Biswal believes that a leader should be able to identify and overcome all the challenges, while also seizing all the opportunities that lie ahead of them. He says, “In preparation for the new normal, we have persevered and succeeded in creating Hybrid classrooms, one where both physical & online classroom sessions take place simultaneously, prioritizing student-teacher interaction & active participation and engagement among students.” Dr. Biswal also helped the community by distributing masks, hand sanitizers, & food to needy people in the time of crisis. He encouraged small scale entrepreneurs in the surrounding neighbourhood.

STELLAR ACHIEVEMENTS

His experience and zeal for excellence have helped KIAMS earn several awards and recognitions. Under his leadership, the institution has been recognized as Business Sight’s 10 most trusted brands of the year 2021. Also, Academic Insights ranked it as one of the top ten B-schools in the country for business analytics. Additionally, CEO Insights has ranked KIAMS among the top ten B-schools in the country for business analytics. Even during the stupefying times of the pandemic, the institute witnessed an extraordinary placement season. Where other institutes were barely managing to place their students, KIAMS was able to place 99% of its students with a 15% growth in the Average package offered compared to the previous year. What’s even more exemplary is the fact that over 40% of their students joined the BIG 4. Under his guidance, KIAMS has been the only higher education institution to remain open full-time during the epidemic. Furthermore, the institute followed the original academic calendar without making major changes. The students were cautiously kept inside the campus and supplies were strategically managed for them. He made sure that the institution was fully operational during the lockdown. Term examinations were also organized keeping the social distancing norms in mind. Additionally, interviews and admissions were scheduled online and the newly admitted batch was also on-boarded with caution and exceptional care. Due to these stringent measures, the institute remains virus-free to this day. He is not only a successful leader but also a genuine role model for the next generation of budding entrepreneurs. His unshakeable moral principles, coupled with his refined, well-articulated, and cohesive vision are a source of inspiration for everyone.

Impacting Lives For A Better World

Hailing from the historic desert city of Jodhpur in India, the innate leader, Dr. Krishan Kishore Mathur has carved a brilliant career in the desert country of Bahrain in the Gulf. His ambition and deep-rooted community vision have transformed not just his company but also the people who work with him



DR. KRISHAN KISHORE MATHUR

Dr. Mathur truly embodies the spirit of global business leadership combined with a new humanitarian approach. A successful business leader and a recognized corporate trailblazer, he takes pride in his humble background. As he puts it, “I always had big dreams. When I finished school, I decided to follow in the footsteps of my grandfather and uncles and become an engineer. But I saw that only as the beginning – later, I added business and project management to my qualifications to take my career to a different and higher level altogether.”

A GLORIOUS BEGINNING

Armed with a degree in mechanical engineering from Jodhpur, he set his sights on the wider world outside his state of Rajasthan. In 1990, after a stint with Indian big names such as Bajaj and Birla, he arrived in Bahrain as a young engineer and worked in a couple of high-profile engineering projects, including Aluminium Bahrain – one of the world’s largest aluminium smelters. Seeking a larger canvas for his professional growth, he soon joined Ahmed Mohammed Amin Al Khaja & Sons (AMAK) Group of companies. The rest, as they say, is history.

Dr. Mathur is quite meticulous and technical in his approach. His unquenchable thirst for new knowledge has facilitated



“YOU SEE, OUR BUSINESS IS POWERED BY A WORKFORCE THAT IS MOSTLY EXPAT. I STRONGLY BELIEVE THAT FOR A BUSINESS TO SUCCEED, WE MUST HAVE A STRONG EMOTIONAL RESONANCE WITH ALL OUR STAKEHOLDERS – AND OF COURSE, OUR WORKFORCE IS OUR PRIMARY STAKEHOLDER”

his participation in many workshops and courses that helped him to bring new skill sets to his work including an MBA and a doctorate study in project management from the USA. No wonder under the joint leadership of AMAK's Managing Director Mr. Mohammed Al Khaja and Dr. Mathur, AMAK emerged as the first contracting company in the Kingdom of Bahrain to be ISO-certified – ISO 9001: 2015; ISP14001: 2015 and ISO 45001: 2018 – denoting excellence in quality management, health and safety and environment.

In his own words, “I learnt very early on that quality control is not just about the right tools and technology but also about people-management. In 1996, I was entrusted with leading our company's certification for the globally recognized ISO quality control label. We succeeded in installing a management system that is responsive to the strict requirements of the certification process – we were among the pioneers in getting the certification in this field in Bahrain and we focused not just on technical expertise but also on aligning the management experience and deliverables as well because a strong, committed and excellent management automatically guarantees a great end-product.” He adds, “While quality standards and environmental standards were laid down, we also implemented several world-class health and safety measures so that workplace accidents were cut to minimum and working conditions improved.”

PRIORITIZING CUSTOMERS

A game changer, Dr. Mathur has always emphasized on uncompromising quality



when it comes to offering goods and services to the customers. This has led to a prestigious track-record that stretches from government contracts to blue-chip companies such as the brand-new Bahrain International Airport, Bahrain Petroleum Co. (Bapco), Aluminium Bahrain (ALBA), Gulf Petrochemical Industries Co. (GPIC) and some VVIP clients who engage the company for palaces, private resorts and industries. It has also spurred a growth of new business ventures in the Group: from decorative wrought iron, marble contracting to industrial car park shades in a country that faces harsh climatic conditions for most of the year.

AN INFALLIBLE SUCCESS MODEL

Over a 27-year period, he has helped to grow the business of AMAK by a stunning 1700% with exports representing a major portion of the total business. This is very good news as Bahrain seeks to recast its business model and move more actively into engineering services and goods, promoting itself as an emerging technical hub for the busy United Arab Emirates and the Northern GCC, especially the giant neighboring markets of Saudi Arabia and Kuwait.

In recent times, Indian technology and expertise has increasingly been chosen by Bahrain to pace its development and CEOs and professionals like Dr. Mathur are at the vanguard of the new Bahraini boardroom. He has found a responsive business environment in the Kingdom of Bahrain, widely celebrated as the best place in the GCC to do business because of its cosmopolitan and inclusive lifestyle, transparent and strong legal framework and relatively low business cost. He rightly points out, “The Kingdom of Bahrain is very welcoming of new ideas and we all know that a successful business thrives on diversity.” “Bahrainis are highly educated and hard-

working. They are open to innovation also. This makes it easy for expats like me to share our expertise and be a part of the progress of the nation,” he adds.

He is particularly appreciative of the vision of the leaders of the Kingdom. As he puts it, “One must also pay respects to the late Prime Minister HRH Prince Khalifa bin Salman Al Khalifa who was a stalwart leader and laid the foundation for modern Bahrain in the early ‘seventies,” he says. He further elaborates, “India and Bahrain share a historic and warm relationship that stretches back 5,000 years and that warmth continues to this day.”

GARNERING GLORY

Dr. Mathur's winning streak began in school when he won the President of India's President's Scout Award. Of the hundred-plus awards that he has won, he is particularly proud of the Standard Chartered Asian Businessman of the Year Award 2012 which he received from the Deputy Premier of Bahrain in recognition of his powerful role as a partner in Bahrain's progress. He is a tireless community leader with key roles in the Lions Club movement, the community Indian School which is the largest single-shift school in the GCC, serving 13,000 students and in the business-oriented Bahrain India Society.

Going forward, Dr. Mathur, like most senior businessmen, is keen to realign priorities in the company's growth. He says, “We are working to position ourselves as front-runners in the regional solar energy shift. We have already invested in a factory manufacturing solar energy panels and have implemented plans that bring together our existing business in car parking shade solutions and solar panels that generate solar energy electricity. We see this as the future, especially in a region where solar heat is in abundance and untapped.”

Shaping The Destiny Of The Nation

The Chancellor of REVA University, Chairman of Rukmini Educational Charitable Trust & CMD of DivyaSree Developers Pvt. Ltd., Dr. Raju belongs to a rare breed of leaders who are born to make their mark. He has been efficiently building the nation with his entrepreneurial acumen, academic prowess & philanthropic acts



DR. P SHYAMA RAJU

An aspiring boy from a village in Andhra Pradesh to an entrepreneur, philanthropist and an educationist - Dr. P Shyama Raju has carved his name into the city of Bengaluru. From his early days, Dr. Raju has been a seeker of excellence. He dreamt of having a business to his name. After graduating from Andhra University in Commerce, he moved to Bengaluru to find his calling. Instead of settling with a secure income of a routine job, he chose to embark on an entrepreneurial journey. Many challenges awaited him but he rose to the occasion. In 1975, he established DivyaSree Developers. He started humbly with small construction activities and public work related projects but his vision and foresightedness made DivyaSree a name everyone knows.

With the passage of time, Dr. Raju moved from government projects to development of software parks and integrated commercial enclaves. He pioneered the Public-Private sector partnership with the first integrated state-of-the-art IT office in Bangalore, DivyaSree Chambers, which has become a prominent landmark in Bangalore CBD. The Group, under his leadership, has executed several international standard projects (commercial, residential, etc.) which have garnered immense praise from all quarters.



“DR. RAJU IS THINKER, GO-GETTER WITH A PENCHANT FOR LEARNING. EVEN AFTER ACHIEVING SO MANY MILESTONES, HE HAS THE SAME EXUBERANCE OF A NEWBIE. IF A NEW IDEA COMES TO HIM, HE WILL MAKE SURE TO SHARE IT AND MAKE IT HAPPEN”

Each project of DivyaSree was completed with utmost sincerity and diligence that became a legacy. His vision is reflected in all his projects that illustrate a perfect balance of art, technique and technology.

LAYING THE RIGHT FOUNDATION

Dr. Raju arrived in Bengaluru from Andhra Pradesh to make a living. But, it is his sheer brilliance and dedication that made him into a name that resonates with architectural brilliance in the city of Bengaluru.

He had achieved what many only dream of with DivyaSree Developers, but, he wanted to do more. He had a strong urge to give back to the society. What better way to give back than to educate? And thus was laid the foundation of Rukmini Educational Charitable Trust in the name of his beloved wife the Late Smt. Rukmini Shyamaraju. She strongly believed in the value of academics to be imperative and something that should be available to all. “When the business was at its peak in DivyaSree Developers, we were thinking of what we can give back to society. My wife, Rukmini suggested starting an educational institution but I was reluctant to start one. Later, I felt that I must fulfil her wish and decided to start the educational institution in her name. Therefore we named it as REVA which means Rukmini Educational Vision Academy.”

Dr. Raju not only honoured his late wife’s wish but also aced the area of academic administration in which he had no previous experience. Under his able guidance and leadership REVA became a front-runner



in the field of education where thousands of youth come each year to fulfil their dreams and become future leaders. It had started getting recognised for its technical education even in the starting stage and with time it has gained more recognition. It is one of the top universities in the state of Karnataka. One of the most innovative initiatives that the university took under his guidance is to go paperless during exams. From a mere thought to a working university to an apex institution that is sought for its education system, Dr. Raju proved his mettle once again with REVA.

UPHOLDING MORAL VALUES

Be it in his real estate venture or his education institution, Dr. Raju has ensured excellence by entrusting his instincts and values. Dr. Raju abides by a few key qualities like integrity, humility, transparency, honesty. As a Chancellor at REVA or as the chairman at DivyaSree, Dr. Raju is always approachable, open to new ideas and approaches.

Through his educational ventures he aims to prepare youth with ethical and moral values and social commitment. He is thinker, go-getter with a penchant for learning. Even after achieving so many milestones, he has the same exuberance of a newbie. If a new idea comes to him, he will make sure to share it and make it happen. Dr. Raju is a first generation entrepreneur, who built everything from scratch and perhaps that is why he values hard work and dedication even more.

MAKING A DIFFERENCE

Dr. Raju is a humanitarian and a philanthropist. He has undertaken numerous initiatives that stand for the larger good. Apart from leading many educational projects for rural Karnataka through REVA, he was also actively

involved in ‘Jagruati’ a voting awareness campaign by students and faculty of REVA. He was also felicitated by the State Election Commission for leading Jagruati Campaign to create voting awareness among people. Under his guidance, not just altruistic, but environmental challenges are being battled at REVA by building environmental conscientiousness; he has made a macrocosmic eco-friendly utopia in REVA.

AWARDS AND RECOGNITION

Dr. Raju has earned many awards in his career spanning decades. The most recent was in January 2021, The Economic Times Asian Business Leaders Conclave 2020 recognized him as ‘The Most Promising Business Leader of Asia’ for his exemplary leadership qualities. Earlier, he has been conferred ‘Indian of the year 2019 (Education)’ Award by Indian leadership conclave 2019, and has been nominated as the Karnataka Education Board Mentoring System Committee Member in June 2020.

He received the Lifetime Achievement Award from Realty South and Swachata Award from MHRD in 2018. Visvesvaraya Technological University (VTU), Belagavi, aptly conferred him with the Degree of Doctor of Science (Honoris Causa) on the occasion of the 14th Annual Convocation of the University in recognition of his service to the higher education.

Dr. Raju is truly a leader in every aspect of the word. He leads by example and personifies hard work, grit and excellence. One of the beliefs is ‘To labor is to pray.’ Despite having reached the pinnacle of success, he is a grounded man who has never forgotten his humble beginnings. ‘A true leader must be able to empathize with every level of society’ and he has been perfectly doing just that. His brilliance is a legacy that will remain till the end of time.

Working Tirelessly To Make A Difference

Forward thinker, philanthropist, environmentalist and a determined entrepreneur – Dr. Suresh Menon dons many hats. With 100 patents and trademarks, he has succeeded in creating ground-breaking technologies with Menon International, making the world a safer, cleaner, and more sustainable place to live



DR. SURESH MENON

Dr. Suresh Menon hails from the beautiful town of Vengali, Calicut. He belongs to the Meempat Malappuram families. After finishing his graduation in Science from Mumbai University in India, he went on to complete a doctorate in engineering science from Pennsylvania State University. He is the man behind the path breaking agri-tech company Menon Renewable Products. A serial entrepreneur, he has more than 100 patents and trademarks under his belt.

WORKING FOR A BETTER WORLD

Deeply concerned about the collective welfare of the planet, Dr. Menon asserts that “We have only one planet.” From the beginning of his journey his aim has been to make the world a better place for humans as well as the animals. He has worked to find sustainable methods of improving the condition of animals, eliminate trade practices that harm the ecosystem and in turn make a viable difference in the preservation of renewable resources.

He has pioneered two very successful and mindful ventures – Menon Renewable Products, that makes disruptive animal feed technology and Menon Biosensors,



“WE ARE BRINGING A SOLUTION TO HELP SCREEN EVERYONE TO CORNER THE VIRUS IN EFFICIENT MANNER. FAST, AFFORDABLE & ACCESSIBLE TESTING IS CRUCIAL TO CONTAINING THE COVID-19 PANDEMIC & SAFELY REOPENING SCHOOLS, BUSINESSES & OTHER VITAL INSTITUTIONS THE WORLD OVER”

which provided confirmatory technology for detecting bio-weapons for the US government and is currently expanding applications to population-scale testing for COVID-19, and other viruses and bacteria in animals and humans.

He had a keen interest in improving the condition of animals and thus he started Menon Renewable Products in 2007. When he noticed increased density in farm animals and a number of unintended consequences for the animals associated with that, he decided to jump in. “We need to understand what the animal needs from a nutritional perspective in order to enhance their immune system. I understand that we need to have an adequate food supply, but we cannot just randomly increase usage of chemicals and antibiotics to treat the disease just to have more produce. We need to look at the whole situation holistically,” he explains.

He established Menon Renewable Products to discourage the use of antibiotics in animal feed. It may sound simple, but it certainly wasn't; he pioneered a now-patented technology that reduces infection and improves digestibility for animals without antibiotics. He did this by inclusion of a spectrum of unique pre-biotics, nucleotides and peptides. His technology became disruptive animal feed technology yielded unprecedented results. He named it MrFeed®. Today, MrFeed is a market leader in its niche and sells worldwide, promoting animal health while reducing waste and environmental impact.



ENSURING SUCCESS WITH GRIT & DETERMINATION

It might all sound meant-to-be now, but Dr. Menon worked unstintingly to prove the merit of this product. He adds that it all was possible because he and his team had an irrefutable faith in their product. He went all out to validate his product so that it was unquestionable. He believes to first have a product that sells itself and then work tirelessly to execute. “As a team, we knew for sure that technology is positively disruptive and can protect animals. This is what propels me and the team forward.” With the help of untiring work of Dr. Menon and his team, Menon Renewable Products now sells to the largest players in the world-including Tyson, Pipestone, and Costco in USA, National Aquaculture in Saudi Arabia, Walmart supplier in Indonesia and Martec in Costa Rica among others.

GIVING BACK TO THE COMMUNITY

Dr. Menon is a self-confessed philanthropist. He has dedicated a major part of his life to innovation and activities that improve food sustainability, preservation of endangered species, and enhance human nutrition to improve immunity against infection and disease.

He gives back always and in whatever ways possible. In addition to their on-going work to fight COVID-19 through rapid testing and bringing sustainability to the animal feed industry, Dr. Menon and his team contributes equipment and funds to groups responsible for safeguarding endangered species and animals in the wild. To him, “Giving back to the community brings about a satisfaction unlike any other.”

Through his other company Menon Biosensors, Dr. Menon is also helping the elephants in India. “In the wild there are many health issues such as TB infection in elephants. We were happy to provide our

technology at no cost to help the elephants get the right treatment in time.” Their technology is now being promoted to help other animals in that country, and could eventually help endangered wild animal populations worldwide.

“Social responsibility is very important to me. If I have a position of advantage, I would use it to make an impact on how we take care of the urban versus nature conflicts,” says Dr. Menon. He added that it is pertinent to balance both - protect the needs of human population for food and nutrition and prevent extinction of the precious plants and animals in the wild. “Reducing waste and even going further by converting the same to fulfill the need for humans and animals should be top priority,” he adds.

He is also proud of their work in the Covid-19 testing. “We are bringing a solution to help screen everyone to corner the virus in efficient manner. Fast, affordable and accessible testing is crucial to containing the Covid-19 pandemic and safely reopening schools, businesses and other vital institutions around the world,” he shares.

WORDS OF WISDOM

Dr. Menon started his entrepreneurial journey when he was all of 16. The experience gained at that time in starting and building a business has made him realise the significance of innovation. There are a few lessons that he learnt on the way and swears by. Firstly, one should avoid thinking that they know everything and that any mistakes will not be made along the way. Instead, find innovative solutions to those problems, he believes. Secondly, he is of the view that success is often due to what you know and others don't. Once you have the initial idea then work tirelessly to put together a most motivated team around you to execute it.

Marching On The Golden Path Of Growth

The Group General Manager of Al Tamman Investment LLC, Muscat Overseas Group, Himansu is a multit talented leader who has efficiently set up, acquired & led multiple new businesses for the Group in Realty, Education, Healthcare, Industrial, Aquaculture, Media & Communications, Entertainment & Hospitality sectors



HIMANSU MOHAPATRA

Armed with a Masters Degree in Commerce and a Post Graduate Diploma in Business Management, Himansu has a rich experience of around 2 decades spanning into Investment Banking, Portfolio Management, Private Equity, Real Estate Development, Strategic Management and Organizational Development.

His key fortes are investment evaluation, fund raising, deal structuring and negotiation, strategic tie-ups, setting up new ventures and executing exit strategies. He has worked with a sovereign wealth fund in Oman and other leading financial institutes in India in the past.

He was featured among 100 influential CEOs in Oman by Oman Economic Review (OER) Magazine in December 2020. He is inspired by the values of his late father and feels that his guidance has played a significant role in his success.

REAPING SWEET FRUITS OF SUCCESS

Himansu is of the view that by working diligently, with focus and passion, one is bound to achieve success. Having sown the seeds of hard work, he is reaping the fruits of success. As he puts it, "Currently, I lead investments, strategy and organizational development for Muscat Overseas Group, and manage various operating businesses



“I AM PRIVILEGED TO WORK FOR MUSCAT OVERSEAS GROUP AND TAKE PRIDE IN THE FACT THAT WE ARE IN THE FOREFRONT OF ECONOMIC DEVELOPMENT OF OMAN, CREATING EMPLOYMENT OPPORTUNITIES AND SUCCESSFULLY PARTICIPATING IN THE WELLBEING OF THE SOCIETY”

under Al Tamman Investments. I count my achievements in successfully setting up and managing of seven new business verticals for the Group including Retail & Shopping malls business, Hospitality – F&B business, Education services & facilities, Entertainment business, Pharmaceutical manufacturing, Healthcare services, and Technology business.”

He adds, “I play strategic role by holding directorship in companies including Oman Investment & Finance Co. SAOG, Muscat Thread Mills SAOG, Computer Stationery Industry SAOG, Al Sahab Al Zomardy SAOG, Deepak Oman LLC, Al Tamman Group Limited, MOG Holding Limited, English Education Management Company LLC, Modern Healthcare LLC, Drug Manufacturing Company LLC, and Oman Aquaculture Company LLC. I am also a member of the Executive Committee of Muscat Overseas Group of Companies. I am privileged to work for this group and take pride in the fact that we are in the forefront of economic development of Oman, creating employment opportunities and successfully participating in the wellbeing of the society.”

Talking about his leadership initiatives and business innovations, he elaborates, “Traditionally, Muscat Overseas Group was into trading, real estate businesses and local security investments and used to run as a typical family office. I joined the Group in late 2011, and with the blessings of our Chairman and Vice Chairman, I led the path of restructuring, diversifying and



renovating the Group on various fronts. I started with devising a corporate structure and governance to the family office by constituting the board/executive committee; including setting up an independent internal audit department, legal department, organizational development department, and renovating the market perception with new logo and strong identity for the Group. During the process, I also diversified the group portfolio by adding new business verticals and investing globally in equity, fixed income and private equity portfolios.”

A SKILLFUL LEADER

As a leader, Himansu believes in making a real difference. He excels at leading from the inside out. Describing himself as a leader and sharing the uniqueness about his leadership style, he says, “I am an optimistic person; I believe every situation has its own opportunity and positivity, only we need to have the right strategy to achieve it. I believe nothing is impossible, sometimes it might not be possible by current actions but definitely it will be achievable by adopting and changing parameters. I am quite determined in my action plans; I put my best efforts until I get success.”

He further adds, “I believe in shared vision and collective efforts. I pursue participative management, completely trust my team, delegate the responsibilities, and keep them accountable, at the same time I take the burden of any failure, so that the team has the freedom to work on new ideas and practices. We give chance to the people to experiment and yet support them to abort in right time any unsuccessful ventures and invigorate them for new assignments. I adopt continuous improvements policy, encourage betterment everyday whether in marketing strategy or in service innovation or new business practices; we always

brainstorm for new avenues and ventures. I lead from front, inspire by example, walk the talk, accept the challenges and hold myself accountable for failure, and yet aspire for success. I treat my team as family – sharing responsibilities and giving them adequate comfort, respect and recognition.”

He is leaving no stone unturned in making the Group “a leader in the social infrastructure and services businesses by enabling new technologies and focusing on customer orientation.” He aims “to add value to people’s life and contribute actively towards social wellbeing and sustainable development that spur economic growth.”

PAVING THE WAY TO A BETTER WORLD

Himansu is of the view that “CSR is the key for a successful and sustainable company” and feels that “it should be integral part of conducting business.” He asserts, “We are committed to provide smart and quality education facilities and services in different locations of the country as well as through eLearning platforms to build the future generation of the nation.”

Throwing light on the Group’s various social initiatives, he says, “We offer quality and specialised healthcare facilities, worship facility (Mosque) for the community, social and entertainment facilities for wellbeing of the people. Moreover, we create many employment opportunities for local as well as expat communities and groom them for being future ready. We also support SMEs by providing them with various business opportunities, and offer support to the weaker section of society.”

He concludes with satisfaction, “We have created many employment and business opportunities during this pandemic in spite of all the hurdles. I believe that we have quite actively contributed in sustaining, reviving and giving back to the society and economy at large.”

Scripting His Own Success Story

A first-generation entrepreneur, Mr. Kodimule Shyamprasad is a man of his word. After starting his career as a chemist, he went on to establish Vidya Herbs from scratch and made it a global brand that is known for its superior quality products all over the world



K. SHYAMPRASAD

Mr. K Shyamprasad pursued his education in Natural Product Chemistry. He started out as a chemist after that in 1990. Soon after he started working in a pharmaceutical company; his interest piqued and he wanted to start his own firm. In 2001, he set up Vidya Herbs and set foot into manufacturing botanical products and there has been no looking back ever since.

STARTING HUMBLE, BUILDING RIGHT

Vidya Herbs had humble beginnings. Mr. Shyamprasad started by establishing a trading firm that was dealing in botanical extracts and exporting to only limited geographies like the US and Japan. Slowly he realized that there is a huge market for good quality botanical products and that's why he started his own manufacturing company. It started as a small manufacturing facility on a 10,000 sq ft land with a shed. It is with consistent work and improvisation that Vidya Herbs gained its reputation of an herbal extraction company that doesn't compromise on quality. It is a firm that employs over 600 people and has reach in advanced markets like the US, Europe, Korea and Japan.



“TO MAKE SURE THAT EACH PRODUCT MEETS GLOBAL STANDARDS, HE HAS INVESTED HEAVILY IN R&D. HE UTILIZES NOVEL RESEARCH & PRODUCTION METHODS SUCH AS SUPERCRITICAL CO₂ & CONVENTIONAL EXTRACTION PROCESSING, & PRACTICES STRICT QUALITY CONTROL AT ALL FACILITIES”

Mr. Shyamprasad made the bold move of quitting his secure job and putting all his time and energy into building this company. He made sure that every milestone the company achieved was based on extensive research, customer feedback and quality products. Under his leadership, Vidya Herbs has recently opened its new marketing office in London, Russia, Dubai, and Mumbai to expand its customer base and penetrate new markets. Today, Vidya Herbs takes pride in its 5 manufacturing units in India, 5 warehouses globally, 12 global locations and over 10,000 customers.

QUALITY OVER EVERYTHING

A quality product is of tremendous importance for Mr. Shyamprasad. Being in the business of health and nutrition, he is extremely cognizant of the fact that the products need to be authentic and unadulterated. To make sure that each product meets global standards, he has invested heavily in research and development. He utilizes novel research and production methods, such as supercritical CO₂, and conventional extraction processing and practices strict quality control at all facilities.

His focus has always been on organic growth. Be it in terms of size or reach, he has always emphasized on Vidya Herbs getting bigger by the virtue of the top quality products it manufactures. He always had the penchant for growth but also possessed the patience to attain it. Owing to his dedicated efforts and noble vision, the company has achieved remarkable success.



Mr. Shyamprasad has also undertaken initiatives like taking farmers to the factories to sensitize them about the ill-effects of adulteration in raw materials. They even ask farmers to charge them a premium but to not compromise on quality in any way.

LEADING BY EXAMPLE

Mr. Shyamprasad is committed to nature and practicing sustainable policies. He truly feels grateful to nature for providing all that he has built his business on. Be it farming, production, processing, exporting or sales he tries to be as ecologically friendly as possible. He has introduced policies and programs that are scientific in nature and are backed by thorough research. These policies help him and his team to scale their business in the most sustainable manner. “We actively seek to reduce dependence on synthetics, chemicals and their derivatives in all our processes,” he asserts. In fact it is their pragmatic approach to be as close to the natural source for their products that sets them apart and provides them with the distinction the need to compete in the natural products market.

He also actively participates in the development of the local community. The company closely works with local farms, committed to the economic development of the local farming populations and provides them with agricultural inputs and farm equipment for better agricultural practices.

Mr. Shyamprasad has tried to imbibe all of these commitments to nature and environment as part of his company’s culture. All employees and team members are expected to practice a certain way or working. For his contributions, Mr. Shyamprasad also received the Bharat Nirman Award for “Industry Development” from the Indian Trade and Industry Organisation.

GOING THE EXTRA MILE FOR CUSTOMERS

Mr. Shyamprasad is committed to not only to meet, satisfy and exceed customer expectations, but also to ‘walk the extra mile’ to ensure customer success. His definition of customer care is not the usual reactionary approach where resolution is needed but he makes sure to actively seek what the customer needs and makes it his responsibility to work for that. He takes customers’ feedback very seriously and ensures that every customer feels heard. He has established a code for all his employees where everyone knows that the key is to establish personal relationships with the customers for an empathetic understanding of each other’s needs and work towards a mutually satisfactory relationship. For him, business is all about relationships. All his clients become returning customers because of his transparent working culture.

Mr. Shyamprasad leads by one motto, “To deliver 100% natural high quality products for healthy living ethically and contribute back to the society.” Under his guidance, Vidya Herbs has scaled many milestones. Vidya Herbs has recently started its Coffee Curing works in Chickmangalur, India and is already listed in the top 10 coffee bean exporters within 2 years. With the new expansion plan in place, Vidya Herbs is all set to bring in Rs 1,000 crores in revenue in coming years.

All of this has not been an easy feat. It took every ounce of hard work, determination and consistency from Mr. Shyamprasad and all his team members. When Mr. Shyamprasad started Vidya Herbs around 2 decades ago, he wanted to build a business that put quality and customers ahead of everything else. Even today, many milestones later, his basic philosophy hasn’t changed and that is what makes Mr. Shyamprasad and his venture stand out from the crowd.

From Humble Beginnings To Pinnacle Of Success

Mr. K.G. Baburajan is a Bahrain-based entrepreneur who has made significant contributions to the nation's development over the last four decades. He is currently serving as the Chairman & MD of BKG Holding. The meteoric rise of this dynamic leader and his glorious success saga commands respect and applause



K.G. BABURAJAN

Mr. Baburajan was born in Eraviperoor, Kuttoor, in the Alappuzha District of Kerala (India). He is the son of Mr. K.K. Divakaran, a Hindi school teacher, and Ms. Bharathy. From a young age, he believed that one should step out of one's comfort zone and challenge oneself to make an impact. He spent a year working in India after completing his degrees in Chemistry, and Civil Engineering from the College of Engineering, Trivandrum, (Kerala). In the year 1980, he left for Saudi Arabia to take up an assignment with a joint venture partner of Harry Stanger Inc. UK and Al Houthi of KSA. He was tasked with overseeing the Bahrain-Saudi Causeway Project from beginning to end, which prompted him to establish a base in Bahrain. Being involved in such a massive undertaking so early in his career put him on a fast route to expertise, competence, and fame.

A SPECTACULAR SUCCESS STORY

An expert in foundation design and piling, Mr. Baburajan has been instrumental in the development of the Kingdom of Bahrain. Beginning with the Saudi-Bahrain Causeway, he has transformed the Kingdom's infrastructure with prestigious projects such as the Shaikh Khalifa Port, Airport Terminal Modernization, Almoayyed Tower, Shaikh Isa Bridge, Sitra



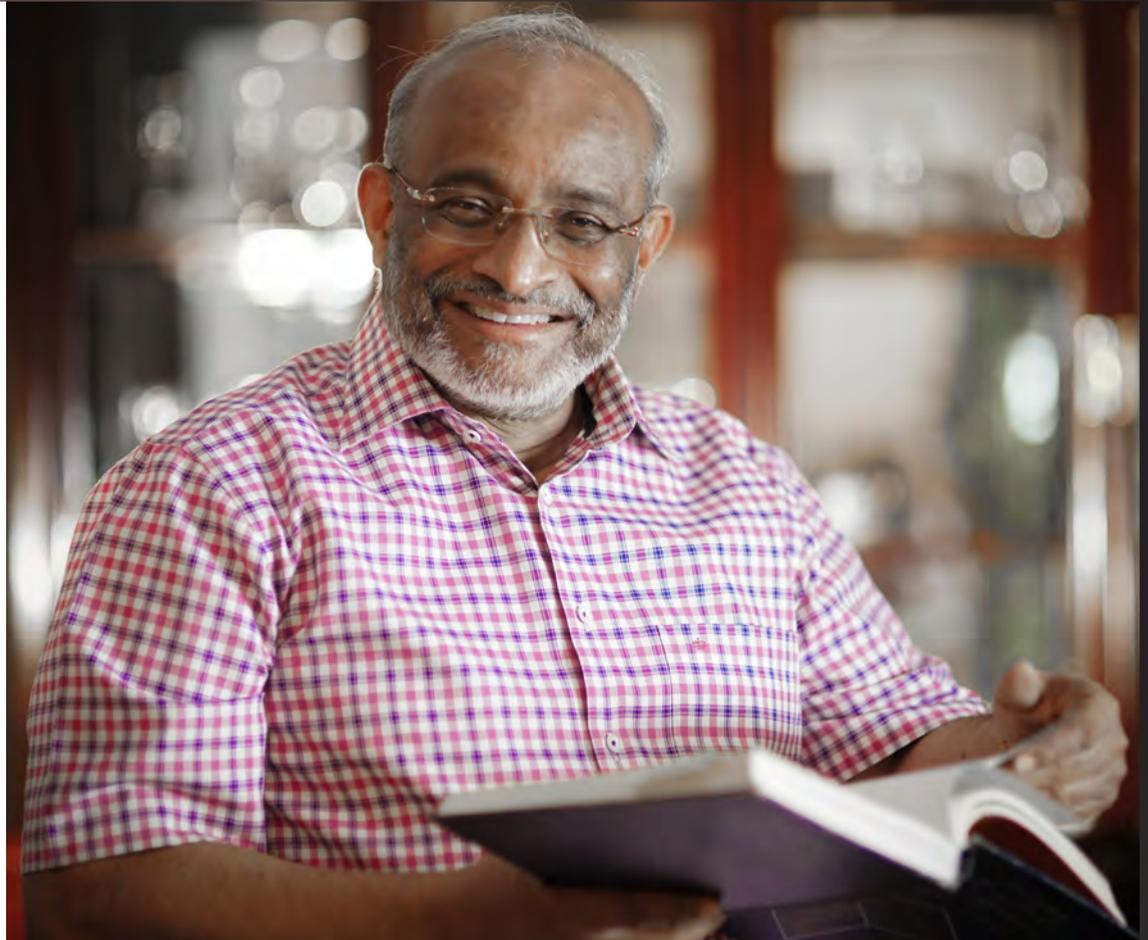
“I VALUE SOCIAL RESPONSIBILITY & BELIEVE IT SHOULD BE INTEGRATED INTO OUR BUSINESS & GROWTH. IT IS ONE THING TO TRANSFORM THE WORLD WITH BRILLIANT ENTREPRENEURIAL IDEAS, BUT THE SENSE OF ACCOMPLISHMENT THAT A CHARITABLE ACT BRINGS IS JUST BEYOND COMPARE”

Bridge, and others.

He has worked on a spectrum of projects over the years, including high-rise buildings, dredging and reclamation, offshore installations, causeways, bridges, power plants, aluminum smelters, and refineries, demonstrating his expertise in soil studies. The accomplished business leader has also proven his abilities in failure analysis, material testing, non-destructive testing, metallurgy, pipeline services, piling, and other ground improvement works.

He became an entrepreneur in 1992 when he founded Fast Flow Services, a company that specializes in calibration services, corrosion monitoring, and maritime structure development. In 1999, he formed a dedicated team of Structural Engineers, Project Engineers, Piling Engineers, Project Managers, Operators, etc., under the banner of Bahrain Foundation and Construction Company W.L.L., to implement the construction of various piles foundations and other substructures.

In the years that followed, the versatile entrepreneur established several companies in the region, including Qatar Engineering Laboratories in Doha, Gulf Engineering Laboratories in Sohar, Oman, a foreign branch of Qatar Engineering Laboratories in Bahrain, and Quality Piling and Construction Company in Bahrain. Currently, Mr. Baburajan is the Chairman and MD of BKG Holdings, the umbrella organization of all the companies he has set up in Bahrain, Qatar, and Oman.



A LEADER PAR EXCELLENCE

Mr. Baburajan has carved out a remarkable niche for himself in both the national and global markets. He is a proud member of prestigious organizations such as the International Accreditation Service, which is responsible for the accreditation of calibration and testing laboratories all over the world. He is also the only Indian member of the Accreditation and Technical Evaluation Committee of this distinguished scientific organization. Mr. Baburajan also serves as a technical expert to the Bahraini courts on a variety of civil engineering issues, including building collapses, failure analysis, client-consultant disputes, as well as contract disputes.

Mr. Baburajan has high hopes for the new generations and believes that the development of any country mainly depends on the youth of that country. He says, “It is very inspiring to see that a large number of educated youth are stepping up to help establish the Kingdom of Bahrain.” He adds: “This is indeed a hopeful sign for Bahrain as the youth of the nation are on the right track and the government is also encouraging them to come forward and participate in this development.”

ON A NOBLE MISSION

Mr. Baburajan has never forgotten his humble roots, even in the midst of his success. He has imbibed the spirit of charity at an early age from his grandfather who taught him about the joy of giving.

As a model citizen presently residing in Bahrain and Qatar, he has impacted the lives of thousands of people all around the world. The compassionate leader says, “Because I value social responsibility, I believe it should be integrated into our business and growth. Only by working together can we attain a specific level in society.”

He strongly believes that helping the poor & destitute is the same as serving God. “It is one thing to transform the world with brilliant entrepreneurial ideas, but the sense of accomplishment that a charitable act brings is just beyond compare”, says Mr. Baburajan.

The empathetic leader has been in the vanguard of humanitarian causes, such as offering educational assistance to the poor and deprived, providing medical support to the sick, and the construction of houses for those living below the poverty line and those impacted by natural disasters in Bahrain and India. The leader is also actively involved in Bahrain Keraleeya Samajam’s social initiatives. He helped build the main building, which can accommodate around 2000 people. He has also set aside a community hall for the use of society.

OUTSTANDING ACHIEVEMENTS

Mr. Baburajan has received numerous awards and accolades in his career. The Central Government of India has recently honored him with the Pravasi Bharatiya Samman Award - the highest civilian award bestowed on Indians living abroad. He has also been honoured with a Lifetime Achievement Award by the Sivagiri Trust (Kerala).

He has been the recipient of the BKS Outstanding Business Icon Award, along with a couple of business excellence awards. What’s more, the Bahrain Keraleeya Samajam honoured him by naming one of its community halls as KG Baburajan Hall.

The flexible yet focused leader has experienced success and reached milestones simultaneously. He is a firm believer that the more you achieve, the more you want to do and the higher you want to soar in life. This conviction has helped him in making a substantial mark in the field of construction and material testing.

Holding All The Aces In Business

The Chairman of Cincinnati-based Vora Ventures LLC, Mr. Vora is a popular serial entrepreneur who has established numerous IT firms over the last 25 years. An alumnus of the University of Michigan, he possesses a rich experience of working with and designing IT solutions for multibillion-dollar firms all over the world



MAHENDRA VORA

Mr. Vora comes from a humble Jain family with a solid business background. His strong desire for success from a young age, combined with his excellent upbringing and education, has shaped him into a successful individual. The astute and enthusiastic leader holds a Master's degree in Computer Science from the University of Michigan, and a Bachelor of Science degree in Electronics and Communications from Gujarat University (India). The success of the programmer-turned-innovator is genuinely remarkable, and it can be credited to his years of hard work and professionalism. Under his inspiring leadership, Vora Ventures is taking giant strides and has been showing remarkable business growth consistently on a year-by-year basis.

HIS JOURNEY TO SUCCESS

Mr. Vora has been based in Cincinnati since early 1988 after graduating from the University of Michigan. The high-tech industry veteran considers his relocation to the Blue Chip City as propitious because it allowed him to join a friend and fellow student who was launching a business in the same city. Mr. Vora has spent the last 29 years in the Tri-State area, co-founding and selling multiple profitable technology ventures to Fortune 500 companies. In



“IF YOU SEE AN OBSTACLE AS A CHALLENGE, IT IS INDEED A CHALLENGE. BUT IF YOU ARE MOTIVATED BY THE OBSTACLE, THEN IT TURNS INTO AN OPPORTUNITY. I BELIEVE THAT IMPEDIMENTS SHOULD ALWAYS BE VIEWED AS OPPORTUNITIES”

2005, he sold his first tech start-up for more than \$100 million in Ohio.

In 2006, Mr. Vora founded Vora Ventures as a private equity holding company for 11 businesses, including Ascendum, Ascendum KPS (India), AssureCare, Aquire (sold in October 2018), CenterGrid, KoncertIT, Zakta, Bluespring, Open Commerce, Vora Technology Towers, and Vora Technology Park. In 2014, Vora Ventures became the largest self-funded tech group – a remarkable achievement. In 2017, the ambitious leader purchased Sourcebits, a cutting-edge digital solutions firm headquartered in Ohio. In 2018, Mr. Vora purchased ShakeDeal, India’s leading B2B Online Marketplace. In addition, he bought Hinge Global in 2019. It is a digital commerce startup based in Cincinnati that works with Fortune 1000 companies to enhance their eCommerce revenue. Additionally, he has set up over 25 tech start-ups in Tier-II cities.

PROGRESSIVE IDEAS

According to Mr. Vora, obstacles and hurdles are an inevitable part of entrepreneurship, particularly in the IT industry, where one must learn to come to terms with constant change. The optimistic leader believes that each challenge reveals a key opportunity to grow. He says, “If you see an obstacle as a challenge, it is indeed a challenge. But if you are motivated by the obstacle, then it turns into an opportunity. I believe that impediments should always be viewed as opportunities.” It is his vigorous



optimism that drives him to stay focused on the future while dealing with today’s obstacles. Mr. Vora is renowned for his innovation, speed of execution, sound business principles, and concern for his employees. His business strategies are based on five core values - frugality with flair, aggressiveness with ethics, humility with confidence, quality with speed, and creativity with the process. Throughout his career, he has spearheaded advanced and powerful information technologies in the domain of distributed (client/server) and Internet-based computing, as well as advanced search engines and text-mining. The visionary leader has also pioneered the design of numerous leading-edge software projects, including Pioneer Systems (bought by Unisys), ICC (bought by Attachmate), SecureIT (bought by VeriSign), and Intelliseek (merged with Nielsen-Buzzmetrics).

LEADING WITH A SENSE OF URGENCY

Mr. Vora is a bold leader who dares to deviate from the herd mentality. He believes that common sense provides a safe haven for those who do not want to venture outside of their comfort zone. As a focused leader, he undoubtedly observes common sense, but does not follow it. He’s on a mission to discover uncommon senses so that he can present his clients with unique solutions that the rest of the world hasn’t thought of yet. Mr. Vora believes in creating a sense of spirited and engaged urgency with his team for success. Embracing and instilling a genuine sense of urgency enables him to do tasks more quickly and rationally. As a dynamic motivator, he constantly exhibits and conveys the importance of urgency via his actions, conduct, and words. He says, “The world is moving at a faster pace as a result of technological advancements; thus, moving slowly could prove disastrous for

my business. Thus, I believe in working with a sense of urgency to achieve my goals.”

COMMITTED TO SOCIAL WELFARE

Mr. Vora is well-known for his active involvement, and dedication to the local and global communities. He believes in leaving a lasting impression by reinvesting in people and communities. The compassionate leader gives 2% of his profits to Vora Foundation, which has partnered with Green Light Foundation to help children, teens, and families in high-poverty urban areas better their lives. He also supports the Ekal Vidyalaya campaign – a movement that aims at providing education to every child by establishing one-teacher schools in the most remote rural and tribal villages in India. What’s more, he encourages his employees to participate in charitable activities through The Vora Charitable Action Committee. To deal with the challenges of the current COVID-19 pandemic situation, he ensured that there have been no layoffs or pay cuts during the pandemic, not even for hourly employees. What’s more, Ascendum Solutions has also launched SafeReturn, a health screening app for students and workers in the US, for improving safety and driving actionable intelligence to reduce COVID-19 incidences.

TOWERING ACHIEVEMENTS

Mr. Vora’s experience and zeal for excellence have won him several international accreditations. The exuberant leader, also known as the Midwest’s high-tech poster boy, is the youngest winner of the Lifetime Achievement Award for Innovation at Midwest Awards in 2014. He added another feather to his cap when he was awarded the 2019 “Entrepreneur of the Year” at the ACG Deal Maker Awards. He has also been the finalist for the 2001 and 2002 “Ernst and Young Entrepreneur of the Year” Award.

The Turnaround Specialist

Maneesh Tripathi's life is perfectly summarized by Maya Angelou's classic line, "Nothing can dim the light that shines from within." His success saga is indeed an exemplary one as he stands at the pinnacle as a Director in a Singapore listed company after serving there for 10 years as Group CEO



MANEESH TRIPATHI

Maneesh has been based in Singapore and various countries in Asia Pacific for the past 2 decades. He is a global citizen who has worked in several multinational firms spanning 10+ countries, including the US, Saudi Arabia, Dubai, Singapore, Japan, China, Indonesia, Malaysia, and India. He is an Engineering Graduate with a Degree in Electronics & Telecom and is also a PGCGM (Management graduate) from the Indian Institute of Management (IIM), Calcutta, (India). Not only does the leader has a strong academic background, but also has a practical and straightforward attitude towards business matters. His sharp vision and diverse skill set enable him to execute his plans flawlessly.

AN INTRIGUING JOURNEY

Over the course of 28 years, this dynamic leader has amassed a wealth of experience in key leadership roles such as Chairman, COO, Group CEO, and Technology Head in various prominent global corporations, viz., Philips, IBM, Olivetti, Spice International, and so on. Currently, Maneesh is the Director and Board member of Digilife Technologies Limited (SGX Listed) which was formerly known as SEVAK Limited, a 250 million dollar plus listed company in Singapore that operates in the areas of telecommunications, IT/system integration, and electric vehicles. He joined SEVAK Limited as Group Chief Executive Officer in 2010 and was promoted



“LEARNING IS THE ONLY THING THE MIND NEVER EXHAUSTS, NEVER FEARS, & NEVER REGRETS. I HAVE A PASSION FOR LEARNING. RECENTLY, I NOTICED THAT BLOCKCHAIN IS REVOLUTIONIZING DIFFERENT INDUSTRIES; THUS, I ENROLLED IN A COURSE ON BITCOIN & CRYPTOCURRENCY FROM UC BERKELEY”

as Executive Chairman in September 2019 by the Board. His role as Chief Executive Officer of Sevak Limited ended in March of 2020 when he handed over the Chairmanship to the promoter group and was given the additional key responsibility of Chairman and Group CEO of Affinity Capital Pte Limited, a 100% owned subsidiary of the Indonesian company Seluar Global Networks, which operates a S\$ 250 million telecom business in Indonesia. Maneesh also served on the boards of over 10 subsidiaries of SEVAK Limited. He serves on the honorary board of Global Schools Foundation, a 15000 students' nonprofit organization that holds a special place in his heart. He has been the Group CEO and Director of Sevak Limited, a Main Board - SGX listed firm, for over 10 years. As the linchpin of the company, he is well-versed with the SGX listing standards, MAS guidelines, and all International business and financial compliance rules governing how to conduct multi-country trade.

SHIFTING FROM INFORMATION TO INNOVATION

To prepare for the future EV innovation and revolution in autonomous electric vehicles (AEV), Maneesh played a pivotal role in shifting the company's focus from "Information to Innovation." The proactive chief also took the initiative of reorganizing his company with the help of his shareholders and promoters. Consequently, an additional innovation unit within the company was entrusted with investigating emerging technologies. This spawned a



new business unit, Singapore Electric Vehicles Pte Limited (a subsidiary of SEVAK Limited), one that would go on to become a pioneer in Singapore and ASEAN. His role in propelling the new business unit to become Singapore's first 100% commercial electric vehicle fleet company deserves special mention. Maneesh is also the one behind the invention of Singapore Vehicle Advanced Keylogger (SEVAK) Software, which is a product of his ingenuity. Developed by an internal engineering team, it has been architected, coded, developed, and deployed on the cloud as a SaaS. As a strategic leader, he has overseen the acquisition, integration, transition, and growth strategies of at least 10 projects for his group firms. He was also in charge of the \$250 million Affinity Group and the Selular Group (an Indonesian company that is a subsidiary of SEVAK Limited).

INDUSTRY AND SOCIAL WORK

Maneesh has been recently elected as Vice Chairman of Singapore Indian Chamber Of Commerce (SICCI) in 2020, and the Chairman of Committees leading "Incubation and Startups" and "Bilateral and Multilateral Trade relations" for Singapore via SICCI. He is the Treasurer and a member of the Executive Committee of SGTech formerly known as Singapore Infocomm Technology Federation (SiTF) and a member of Singapore Institute of Directors (SID), Singapore Computer Society (SCS), Singapore Venture Capital & Private Equity Association (SVCA), Singapore Business Federation (SBF) and Singapore Manufacturing Federation (SMF). He is also a Hon Governing Board member of Global Schools Foundation at Singapore. Maneesh was also involved in key events as a core committee planning and executing member for G2G (Singapore and India) large events, and bilateral trade and connectivity discussions, where both High Commissions were involved, and firms

like SICCI and SGTech were also involved. He was a part of a business delegation with SBF where Singapore PM also visited India in the year 2017. During the COVID-19 pandemic, Maneesh was a senior member of the Singapore Indian Chamber's COVID Relief task force to raise funds and worked tirelessly to provide aid and support via Red Cross and the High Commission to various states and cities in India.

MASTERING CHALLENGES WITH ZEAL

Maneesh believes in leading by example. When his company Sevak Limited plunged into losses in 2015, he became the first CEO in Asia-listed businesses to willingly accept S\$1 salary. Consequently, many board members, as well as members of the management team, followed suit. With his unwavering efforts and tenacious spirit, he pushed the firm back into profit the following year and then off the watch list with clear audit opinions in consecutive years. Profits have been flowing since then and there's been no turning back.

AN ALL-ROUNDER

Sport has always been a driving force in Maneesh's life. He is an ardent cricket player and has represented State teams in U-22 Col CK Naidu Trophy. He has also captained College and University teams in India, viz. R.D.V.V. University team in Jabalpur (India). He also captained Ceylon Sports Club Singapore and the Singapore Indian Association during his 15 years of playing Division 1 cricket in Singapore. He says, "Sport trained me how to lead, and I found myself at ease in that role." For him, the analogies between sport and business are quite relevant. A hobbyist at heart, he has a 4-year diploma in the percussion instrument called Tabla. He also has a Certificate in Film Production & Planning from Singapore Media Academy.

Riding High On Cloud Nine

The Chairman & Co-Founder of Singapore-based Plintron Group, Mohan Kumar Sundaram has illustrated the practicality of the term "sky's the limit" in a quite spectacular manner. His entrepreneurial endeavors have provided him with not only a wealth of experience, but also the vision to see the world in a new light



MOHAN KUMAR SUNDARAM

With over 30 years of professional experience, Mohan knows what it takes to run a company and to build one, too. Under his stewardship, Plintron has jumped from strength to strength over the years. The dynamic leader is currently making waves in the telecommunications and IT industry and has earned a remarkable position for himself in the national as well as global market.

Mohan is a thought leader in Telecom as a Service (TaaS) for Mobile Virtual Network Operators (MVNOS), Mobile Network Operators (MNOs), Enterprises, IoT services providers & connected Devices. In his previous roles, he had worked in the telecommunications, financial services, and information technology industries, where he headed global operations and held leadership positions. Security, M2M, and smart devices are some of his other areas of expertise. The visionary leader believes that the future will be dominated by smart devices, Crowd-Sourced Networks, and related services that will empower the average man to live a contemporary lifestyle.

Mohan specializes in bringing a commercial perspective to technology and



“I PLACE A HIGH VALUE ON COLLECTIVE SUCCESS. TO ME, SUCCESS HAPPENS WHEN EVERYONE FEELS LIKE THEY HAVE A STAKE IN THE FIRM. THEREFORE, EVERY SUGGESTION COMING FROM MY TEAM MEMBERS IS LISTENED TO AND TAKEN INTO ACCOUNT”

service delivery. He also has international expertise working with regulators and network service providers of different countries to develop the full MVNO model and commercialize network sharing.

EXPANDING GLOBAL FOOTPRINT

When asked about his greatest achievement in life, Mohan said it was Plintron's global reach across all six continents, which was achieved through strategic planning and execution. Due to his unwavering efforts, Plintron has grown into the world's largest multi-country end-to-end MVNA & MVNE, providing CPaaS services to MNOs, MVNOs, Enterprises, and IoT services. With the help of 1000+ telecom specialists, the astute strategist has led the company to build over 140 MVNOs and connect over 150 million mobile subscribers with mobile network services in 30 countries across six continents.

Over the years, Mohan has been helping businesses grow their revenue by providing top-notch products and services, as well as cost savings through network sharing and outsourcing. He can guide nearly any business toward obtaining tangible results in the world of cloud computing.

ONE TEAM, ONE SPIRIT, ONE GOAL

Mohan always puts his people first. He is a powerful motivator who loves boosting the morale of his employees. He also goes to great lengths to ensure his team feels valued. The enterprising leader believes in fostering an inclusive environment to

empower his team and foster a productive and healthy workplace culture.

Like a true leader, Mohan listens with the intention of understanding. He values suggestions from his employees. “I place a high value on collective success. To me, success happens when everyone feels like they have a stake in the firm. Therefore, every suggestion coming from my team members is listened to and taken into account,” he asserts.

A GOAL-ORIENTED LEADER

Mohan is a hands-on leader with significant domain knowledge of both business and technology, as well as regulatory awareness, which helps him to be directly involved when solution design and monetization are required. He thrives because of his focus, attention to detail, and refusal to make assumptions without verifying facts. Understanding the nitty-gritty of every project is a quality that is well pronounced in his personality. Additionally, his sense of curiosity inspires him to seek new opportunities and explore new horizons. “My curiosity never wanes and I am always receptive to fresh ideas,” says the forward-thinking leader.

Eternally optimistic, Mohan sees limitless possibilities for the Plintron Group as it continues to witness significant growth across the globe. Looking ahead to the future, the ambitious leader says Plintron Group will focus on becoming the largest Telecom as a Service (TaaS) and Cloud Communications Platform as a Service (CPaaS) player in the world with a presence in 52 countries by 2025. “Company efficiency is the most essential aspect for us to focus on,” he said when asked how he and the company as a whole plan on hitting those targets. “Because there is so much rivalry in the market, we tend to remain as competent, proactive, and cost-

effective as possible,” he explains. Mohan wishes to transcend beyond horizons, through a strong desire for innovation, focus on quality, high emphasis on human resources, rigid compliance, and efficient risk management.

BRACING UP FOR EVERY CHALLENGE

Amid the COVID-19-induced epidemic, the Plintron Group has handled the challenges of corporate governance admirably under his dynamic guidance. Mohan says, “The COVID-19 pandemic caught everyone off guard, and everything seemed to change abruptly.

Despite the uncertainty looming large over the industry following the COVID-19 outbreak, we geared up to overcome even the most difficult challenges that were thrown our way.” He adds, “Even during the pandemic, we have been hiring for new positions to help the sluggish global job market and economy.” Thus, despite the nationwide lockdowns imposed by the governments of different countries, he made sure the company continues to grow. Every new challenge is an opportunity for Mohan to learn something new, and he uses each setback as a launching pad for himself and his organization.

WELL-DESERVED RECOGNITION

Mohan's dedication and ceaseless endeavors have helped Plintron receive the Best Companies in India Award – CPaaS category 2020 from Berkshire Media. What's more, in 2019, Forbes Technology Council approved Mohan as a member of its exclusive community of world-class CIOs, CTOs, and technology executives. As one of the members of the prestigious Council, he has access to approved business service partners, membership-branded marketing collateral, and its member concierge staff.



Sowing The Seeds Of Success With Élan

With a vision of 'bringing the world together' by dispersing surplus resources around the globe, the visionary Mr. Naresh Kumar Dinodiya has enabled P.L. Global Impex Pte Ltd. to establish a prominent presence in India, Myanmar, Cambodia, Laos, and Singapore



NARESH KUMAR DINODIYA

Possessing an extensive experience of more than 4 decades, the Managing Director of P.L. Global Impex Pte. Ltd., Mr. Dinodiya has been efficiently carrying forward the legacy of excellence established by his father, the late Shri Pyarelal ji, a pioneer in pulses trade in Myanmar. Under his able leadership, the firm has established a stronghold in the Indian and South-East Asian markets. Owing to his dedicated efforts, the organization has diversified into numerous infrastructure-based projects and has developed a wide distribution network. It has been successfully running well-established restaurants such as The Corriander Leaf, Fire and Ice, Delhi Deli in Yangon and Shiv Shakti Restaurant in Cambodia. It also has a presence in the manufacturing and service industry besides excelling in the Import and Export Trading Business.

They have four divisions in Distribution network Pharma, Consumer, Hardware and Textiles. They have been dealing with more than 100 multinational companies in the distribution network. The distribution network itself is supported by an experienced and loyal workforce of over 1000 employees. Under the guidance of Mr. Dinodiya, the firm has been effectively catering to the needs of the South-East Asian market. Moreover, they also have a Leather products manufacturing unit in Kolkata, India.

A versatile leader, Mr. Dinodiya associates



“I ALWAYS THINK OF THE BEST WAY FORWARD TO WIN OVER A SITUATION WITHOUT HURTING ANYONE’S FEELING. FOR THIS, ONE HAS TO BE HONEST, HARD WORKING & WITH CLEAR GOAL, & TAKE OTHERS ALONG TO MAKE A GOOD TEAM. ONE NEEDS TO BE A LEADER AND NOT A BOSS TO HIS SUBORDINATES”

with various organizations and shares his rich insights as the President of the Indian Association of Myanmar, Founding Member of OATAM, and Founder and Vice President of the Indian Myanmar Chamber of Commerce. He initiated the establishment of Myanmar Cricket Association. He is also a member of various initiatives like the Rotary Club, FICCI, CII, IPGA, GPC, Merchant’s Chamber, SICC, SAM, and Pulses Association.

He has been deeply inspired by his father who charted his own route to success.

A UNIQUE LEADER

With a go-getter attitude, Mr. Dinodiya drives the team towards ambitious goals by aligning various models of business in line with the organizational goals. He very well understands the difference between a leader and a boss. He is adept at the art of retaining staff and co-workers and considers them as an extended family. He is the one who initiates new paths so that others can follow. He takes calculated risks and is always bent on working on new initiatives for the growth of the company and its diversification in various segments.

HUMBLE & GROUNDED

A self-made leader, he considers acknowledgement of his hard work by his friends, competitors and family to be quite rewarding. He attributes his success to the support and special sacrifices made by all his family members. Even though he has received numerous awards and accolades in life but he feels that he still has a long



way to go. As he puts it, “My hard work, and dedication are the main determinants of my success. Starting from the scratch to where I am today, gives me a sense of achievement.”

OPTIMISM PERSONIFIED

An innately-optimistic leader, Mr. Dinodiya perceives every adversity as an opportunity for growth. He has never shied away from challenges and believes in facing them with courage. He is of the view that one needs to constantly adapt and evolve to match the changing times. He asserts, “There will be challenges always, like you have seen the COVID-19 pandemic has changed all the lifestyle and business practices – virtual meetings, work from home, online businesses, home deliveries, etc. have become a necessity in life, hence one has to adapt accordingly.”

Sharing his piece of advice for the aspiring entrepreneurs, he elaborates, “For short term growth, I feel we should work to save and grow what is in hand, try to adopt modern ways of working to get the maximum output with least cost. You should depend on your own finances rather than borrow from a bank.” Despite competition, he has been mentoring and extending help to young entrepreneurs and new business entrants to South East Asia market to establish successfully and set up businesses. He adds, “For long term, I feel that despite the ongoing pandemic, there are opportunities for growth in various sectors. One must select carefully and make an entry with precaution, don’t go overboard. People should not go for too much external borrowing rather have shareholders in the company so that the cost stays under control. To sum up, one must have a cautious approach, not stretch too much, and diversify as much as possible within control.”

WELL-DESERVED RECOGNITION

Under his visionary leadership, P.L. Global Impex Pte. Ltd. has received multiple awards and accolades at various national and international platforms. Owing to his dedicated efforts, the organization has been constantly growing, evolving and reaching greater heights by consistently providing quality services to its customers at affordable prices. The firm has received Best Exporters Award from the Council of Leather Exports in India continually from 1978 to 1992 – from the Union Ministers and the Hon’ble President of India. It has received Asia Pacific Award in Singapore organized by SICCI & DBS, from the Deputy Prime Minister of Singapore for the years 2006 and 2008. Mr. Dinodiya has received Rajasthan Pravasi Divas Award from the Chief Minister of Rajasthan.

GIVING BACK TO SOCIETY

The Group, by tradition, undertakes environmental, philanthropic, ethical and socio-economic responsibilities. For Mr. Dinodiya, CSR is a “way of Life.” He stresses, “We at PLG strongly believe in giving back to society at large, after all, if the society is strong then your business will prosper too, it also makes the people around you, more comfortable and loyal to you. If we get something, we must also give back to society.” He adds, “CSR activities develop the community. They help in the growth of society through better facilities, better healthcare, better education, & work for all in the locality, etc. It leads to a better business environment because if all are healthy and prosperous then good business sense prevails.” During the COVID-19 pandemic, he undertook various measures to protect and restore the mental health of the employees and donated food, medicines and essentials to the needy. He also donates regularly to schools, hospitals, temples, monasteries and orphanages.

Rising Higher and Higher

Parveen Goyal, the MD and linchpin of Dubai-based Sun Corporation General Trading LLC, brings a unique perspective to the table to thrive in a highly competitive business world. His exceptional business acumen, coupled with his dynamism and foresight, has propelled Sun Corporation to new heights of glory



An MBA in International Business and HRM, Parveen has experience of over two decades in the domain of general trading. He established Sun Corporation in the year 2013. Under his headship, the company is growing at a faster pace and catering to the demand for Basmati Rice from major buyers in many countries, including the UAE, Iraq, Saudi Arabia, Kenya, Tanzania, Somalia, Somaliland, Djibouti, Ethiopia, Kuwait, Turkey, the UK, Australia, and many more. The farsighted leader initially created a niche platform to meet the needs of sellers and buyers. He has a database of over 100 products acquired over 25 years of trade expertise in the international markets of about 37 countries. Owing to his ceaseless commitment, the the company is now growing at a faster pace.

EXPLORING HORIZONS

Parveen has transformed Sun Corporation into a multi-business conglomerate making a mark in different business segments. For example, the company has also ventured into the readymade garment business to serve its clients in the Middle East and Africa. Additionally, Sun Corporation also meets the needs of its Indian clients by sourcing a wide range of used and new branded textile machinery from the UK, Europe, Hong Kong, China, and Middle Eastern countries, used for producing all

DIFFERENT



“OBSTACLES AND FAILURES ARE THE PART AND PARCEL OF AN ENTREPRENEURIAL JOURNEY; IT IS HOW YOU DEAL WITH THE CHALLENGES THAT MATTER. NUMEROUS CHALLENGES HAVE TAUGHT ME THE DYNAMICS OF BUSINESS AND LIFE IN GENERAL”

types of textiles & clothing.

Moreover, to meet the demands for marble blocks from its Indian, Australian, and Nepalese clients, the firm sources them from the Commonwealth of Independent States (CIS), Europe, & other countries. The firm has also carved a niche in the solar energy business. This is evident from the fact that one of the major Indian government corporations has granted it the sole agency contract to sell solar & other projects and products in Africa on behalf of Sun Corporation's subsidiary firm. Last but not least, Sun Corporation has also assisted its European clients with their IT hardware needs, which were previously sourced from China. The deftness with which Parveen has been handling responsibilities & various projects is indeed admirable.

CUSTOMERS COME FIRST

The leader believes in adhering to a customer-centric strategy and the highest ethical standards. With his unwavering efforts, he is turning Sun Corporation into an organization that is not only efficient and successful, but also the most desirable and sought after by consumers. “During my time as a professional, I made some wonderful and deep relations with my customers and those relationships guided me through my initial years of entrepreneurship, helping me reach where I am today. ‘Relationship’ thus became a guiding principle or let’s say the way of life for us at Sun Corporation. We are genuinely a customer-centric organization that places a strong focus on comprehending the needs of clients to offer customized solutions,” says the forward-



thinking leader.

BACKED BY A PROACTIVE TEAM

The humble leader attributes the success of Sun Corporation to his employees and considers his team the biggest asset for his company. “The company is at its peak today because of a dedicated team of hardcore professionals with passion, dreams, hard work, vision, and expertise in their respective fields,” says the humble leader. The leader also ensures that he hires qualified employees who are capable of managing responsibilities & offering solutions that can improve the customer experience. As a mentor to his team, he always keeps them motivated & strives to transform the work environment into a powerhouses of innovative ideas, where all members are considered equal participants in the process of growth. Parveen believes in implementing excellent corporate governance to maintain transparency between his firm & its stakeholders. He says, “We stay true to all governance standards, as well as all other regulatory requirements, along with our self-avowed corporate brand values. The ethical leader adds, “Corporate governance & accountability serve as a focal point for business initiatives that enhance honesty, ethical conduct, integrity, and clarity.”

DRIVEN BY CHALLENGES

Parveen is an embodiment of deliberate calm & boundless optimism. Even the ongoing COVID-19 pandemic & the worldwide health crisis could not dampen his entrepreneurial spirits. Under his leadership, the firm recorded the best performance & growth in the year 2020, even when the Covid-19 pandemic situation was in place. “The outbreak of the pandemic has been a constant source of anxiety for all of us, but we managed to sail through

the COVID-19 storm with our surefire business strategies,” said the leader. During the pandemic, Parveen also helped to stimulate the economy by encouraging Basmati rice exports from India & sending foreign reserves to the country for these exports as soon as the clients’ orders were fulfilled. He believes in finding wisdom even in challenges that come his way. For him, challenges, more than anything else, keep him going, no matter how difficult they can be at times. The bold leader says, “Obstacles & failures are the part and parcel of an entrepreneurial journey; it is how you deal with the challenges that matter. While challenges sometimes end up distracting us, they also give us hope & a chance to improve ourselves. Numerous challenges have taught me the dynamics of business and life in general.”

MARCHING ON THE GROWTH PATH

Parveen’s professionalism and unrivaled abilities have earned Sun Corporation a huge amount of recognition. The leading business houses & brands in numerous countries have recognized Sun Corporation General Trading LLC for meeting their demands on time. Additionally, different credit rating firms gave the company an A grade shortly after it was created.

As a result, the business became well-known in a short time frame. When asked about his vision for the future growth of his firm in both short & long terms, the leader said, “I intend to provide world-class quality of the products we deliver, value for money, timely deliveries, and a transparent & streamlined business approach, as well as something innovative that has never been executed by a general trading company.” He believes in competing with himself rather than with others and feels that daily improvements can make a big difference in achieving one’s goals.

A Beacon of Hope and Light

Mr. Prakash Goenka, the MD of Telangana-based Devashree Ispat Pvt. Ltd. is a dedicated entrepreneur who has been efficiently driving his firm towards new horizons of growth. A perfect guiding light, he has created a glorious saga of outstanding accomplishments with his dedication, generosity, and optimism



PRAKASH GOENKA

Mr. Goenka's relentless vision and exquisite finesse for detail have earned him the most prominent position in India's iron and steel business. He holds a B.Com. (Hons.) from St. Xavier's College in Kolkata, India. As the Managing Director of Devashree Ispat, he is making giant leaps in the sector with great agility, which is evidenced by the company's 500% growth over the last 15 years. Making Shree Xtra TMT the most trusted brand was a shining moment for Mr. Goenka. The brand is regarded as a premium one, with the biggest market share in Telangana's secondary steel market. The goal of the focused leader has always been to create the highest amount of product at the lowest manufacturing cost & with the least amount of investment while maintaining the highest quality. Under his direction, the existing plant of the firm was renovated rather than being discarded or shut down as part of the modernization & capacity expansion. This is a historic exercise in & of itself!

A MAN OF PRINCIPLES

Mr. Goenka has not only preserved the ethos of the company but has also strengthened it with time. His steadfast adherence to the company's values & ethics has laid the groundwork for his successful journey besides helping him win the hearts of his coworkers, associates, & clients. Because



“MISTAKES ARE BAD, BUT FAILING TO LEARN FROM THEM IS EVEN WORSE. ACCEPTING FAILURE DRIVES ME TO EXPLORE DIFFERENT THINGS WHICH I HAVE NEVER TRIED BEFORE. THUS, PAVING THE WAY FOR ME TO WIN BIG”

of his ceaseless efforts, Devashree Ispat is currently revered as a leader by his peers. It has been possible due to the leader's vision for futuristic development, a positive and aggressive approach to modifications, modernization, & innovation in the areas of cost-cutting, production enhancement, & quality improvement. He attributes the success of his firm to the vision & guidance of his uncle Shri Sajjan Kumar Goenka & unflinching support & hard work of his brother Shri Neeraj Goenka, his son Siddhartha & nephew Karan. He also owes it to the employees & workers who have been giving their best to the firm. Mr. Goenka, like a true leader, believes in learning from his mistakes and not repeating them. "Mistakes are bad, but failing to learn from them is even worse", he says. Failures are embraced as pillars of success by the daring and optimistic leader. In failures, he is never despondent or depressed. "Accepting failure drives me to explore different things I've never tried before, paving the way for me to win big."

QUALITY COMES FIRST

For Mr. Goenka quality is of paramount importance. He leverages innovations in quality improvement and perfection to help the company climb the ladder of success. For example, he pushed the firm to move from traditional rib patterns in TMT bars to "XXX" in order to make the company's TMT bars 10% stronger than regular TMT bars. He is a responsible & honest entrepreneur, employer, & citizen. Sound corporate governance, he believes, is vital



to enhancing & maintaining investor trust, as it reflects the firm's culture, policies & values commitment. He says, "Corporate governance's significance in today's dynamic & cutthroat business environment cannot be overstated. Thus, we have a solid corporate governance framework in place & we strictly adhere to the principles of transparency & accountability in our firm." The leader adds, "Whether it's financial institutions or our suppliers, the firm has never failed to pay its financial commitments. This reflects the company's greatest level of morality & integrity."

SAILING SMOOTHLY THROUGH ODDS

Mr. Goenka has the readiness and flexibility to cope with new circumstances regardless of how challenging they may be. He knows how to tackle challenges sagaciously. The leader has taken some impressive initiatives to address the issues posed by the ongoing Covid-19 pandemic. As soon as COVID-19 was declared a pandemic, he made sure his organization adheres to the lockdown guidelines issued by the government earnestly and strictly. The organization's supervisory teams were directed to educate the workers on the necessity of wearing masks, using hand sanitizers, and practicing social distancing. Buses were also provided to make it easier for workers to commute safely and avoid taking public transportation. What's more, full salaries and wages were paid to all the employees and workers during the Covid-19 lockdown of 45 days in 2020. Under his direction, workers were also provided with private transportation services, allowing them to travel to work from their hometowns & resume their jobs. It was done to reduce rail travel and unnecessary virus exposure.

AN ECO-MINDED ENTREPRENEUR

Mr. Goenka is a proponent of green

entrepreneurship. Under his direction, Devashree Ispat has carved out a distinctive niche for itself over the years. There is no tolerance for any kind of pollution, whether it is the pollution of the air, water, or the dumping of waste on the land. He has always blazed the trails in the field of fuel economy. Under his leadership, the firm remained far ahead of its competitors by spearheading the timely shift from furnace oil to the gasifier to coal pulverizer & finally to direct hot charging of billets. It also achieved the rare feat of recycling 100% of its waste products for other commercial activities & value creation. Furthermore, he has pioneered measures to reduce emissions from furnaces.

A BENEVOLENT SOUL

Besides being a successful businessman, Mr. Goenka is a philanthropist who believes in promoting the well-being of humanity. With his CSR initiatives, the leader aspires to have a lasting impact on society besides making his life meaningful and worthy. "We are highly aware of our corporate social responsibilities & are always zealous to fulfil them," the compassionate leader says. He asserts, "Our villagers admire us because we always come forward to resolve their problems & concerns. For the last 10 years, we have been providing free drinking water on a daily basis to all the residents of Elkatta viwllage & surrounding villages by installing and operating an RO water plant. When bore-wells dry up in the summer, we supply free water to the villagers for the entire summer." He always makes sure that his firm is conscientious of its social obligations. "We make a sizable monthly contribution to charitable institutions in the state for the education of girls," he says. He also donates regularly to government entities during disasters such as COVID-19 and helps in raising funds for martyrs' families.

Charting Surefire Growth Strategies

Mr. Prasad Guntupalli is the Co-Founder and Executive Deputy Chairman of Melbourne-based Attra, a technology services and solutions provider specializing in banking, finance, and payments. His entrepreneurial mindset, combined with a good mix of worldly and business knowledge, is the driving force behind the organization's exuberant growth and progress



PRASAD GUNTUPALLI

As the Co-Founder of Attra, Prasad created the company from the ground up, transforming it into a global technology services and solutions provider in the banking and payments space with over 2,200 domain experts and revenue of \$75 million. Under his stewardship, Attra has grown to have offices in 13 countries across four continents, with a compounded annual growth rate (CAGR) of 30%.

AN INDOMITABLE SPIRIT

Prasad is a first-generation entrepreneur who made the brave decision at a young age to soar beyond his humble roots by forging a successful future. He took up odd jobs at the age of 16 to get by. He began his career as an engineering apprentice. He paid his way through college by working and studying part-time and earning a bachelor's degree in commerce.

He subsequently moved into the nascent Indian IT sector after being hired by DCM Data Products, where he quickly rose through the ranks, being promoted eight times during his nine-year stint in the company. He then went on to work for IBM for three years. Following that, he worked in senior positions at Pentasoft and Birlasoft, managing accounts in Sydney, Australia, and overseeing the Asia Pacific region. As the founding member of Pentasoft and Birlasoft in the APAC region, he swiftly scaled both businesses through customer acquisition.



“IT WAS DIFFICULT TO PERSUADE CUSTOMERS TO ENTRUST THEIR PROJECTS TO A SMALL DELIVERY FACILITY IN BANGALORE. WE PERSISTED IN CONVINCING POTENTIAL LEADS FOR THE NEXT 12 MONTHS UNTIL WE FINALLY WON THE TRUST OF A VERY LARGE GLOBAL PAYMENT CREDIT CARD COMPANY”

Prasad devoted 18 years to the IT sector before embarking on his entrepreneurial adventure in 2005, establishing his mark wherever he worked by tackling every challenge with entrepreneurial zeal.

His successful track record of building numerous businesses from scratch compelled him to leap into entrepreneurship to uncover his true potential. In 2005, he associated with Attra, Melbourne Australia, founded by Anil Gammampila that primarily served the Australian market. Despite a solid earning potential and a secure job at the top of his career, Prasad invested his life savings in becoming a co-founder of Attra, with a mission to transform the company from a regional to a global player.

As soon as he took over as co-founder of Attra, he launched a series of transformative moves that catapulted the company to the next level, Attra 2.0, which began with the company's first offshore development center in Bangalore, India. He said, “It was difficult to persuade customers to entrust their projects to a small delivery facility in Bangalore. We persisted in convincing potential leads for the next 12 months until we finally won the trust of a very large Global Payment Credit card company, the center's first client and project.” With Attra 3.0, the company experienced increased growth and expansion, adding more services to its portfolio to meet the growing demands of customers. Under Prasad's supervision, Attra expanded globally, opening additional offices and offshore development centers in various geographies and gaining a competitive advantage in 24 countries worldwide. Last but not least, he also oversaw the acquisition of Attra by Synchron, a



global transformation consulting firm helping banks, asset managers, and insurance companies accelerate their digital initiatives. Attra has broadened its offerings beyond payments to include wholesale banking, wealth management, and insurance with the acquisition. It has also enhanced its digital, consulting, and technological capabilities. Prasad played a key role in leading the arrangement, which proved to be a huge success and a win-win situation for Attra's clients.

EMPHASIZES A POSITIVE WORKPLACE CULTURE

Prasad believes that a positive and employee-centric workplace culture significantly improves teamwork, increases productivity, and helps retain employees. He has a well-deserved reputation for tenacity, endurance, and putting staff first. Creating a new practice structure to ensure that teams remain market-aligned and customer-focused is one of the notable initiatives taken by him for the development of his team. Simultaneously, he promotes a culture of continuous learning and development to encourage and support in-house talent.

He has also taken the initiative to create special career pathways for employees with untapped potential, preparing them for success and speeding up their advancement. Moreover, Prasad is also an advocate of gender diversity, which is an essential factor for the company in creating an equal and positive work environment.

As a result, Attra has 31% of women in its workforce. Attra has 85% of its senior management team from within the company, including 75% of the Business Unit leaders. Furthermore, the tech-savvy leader has pushed for the digitization of internal operations to boost intra-organizational operational efficiency.

ACHIEVEMENTS WORTH APPLAUSE

Several awards have been bestowed upon Prasad for his outstanding leadership abilities. He was named one of India's “Top 100 Great People Managers” by The Great Manager Institute and Forbes India for modeling surefire strategies that encourage his technical leaders to grow and develop organically. Over 5,200 managers took an active part in this evaluation, and the best 100 were picked through a 4-tiered rigorous assessment.

He was also named ‘Entrepreneur of the Year’ at the Payments and Cards Summit (5th edition) in 2017. Under his leadership, Attra has earned numerous awards. In 2019, it was honoured with the ‘Best Payments Organization of the Year’ award at the 7th edition of the Payments and Cards Summit. In the same year, Shri Nitin Gadkari, India's Union Minister for Micro, Small & Medium Enterprises (MSME), presented the company with the ‘SME 100 Award, 2019’ at the International MSME Convention in New Delhi.

VENTURING WITH HEART AND SOUL

Prasad is also a proponent of environmentally friendly practices. He chose to set up Attra's new office in a building that was the first in India to be awarded an EDGE green building accreditation by the World Bank/IFC and the Green Building Council of India, despite having more appealing options.

Additionally, Attra teamed with ‘Social Venture Partners Melbourne Limited’ under his direction to support seven not-for-profit organizations in their efforts to help underprivileged yet talented youngsters learn, grow, and thrive in life and work. In addition, the firm contributes to the PM's Relief Fund (India) planting of trees to improve the environment and help farmers, and more recently, the building of essential infrastructure for a two rural school in India.

Leading With Determination & Grit

Rajesh Jejurikar is a name that needs no introduction in the automobile industry. Currently, the Executive Director of Mahindra & Mahindra Ltd., he leads the Automotive & Farm Equipment Sectors & is associated with many award-winning product launches & campaigns over the last three decades



RAJESH JEJURIKAR

Rajesh, an Economics & Statistics graduate of Mumbai University, is also an alumnus of S.P. Jain Institute of Management & Research, having completed his Master's in Marketing in 1986. He was awarded with the British Chevening Scholarship to study at the Manchester Business School, UK and later attended the Advanced Management Program at The Wharton School, University of Pennsylvania.

AN EXEMPLARY LEADER

After his illustrious stints with Voltas, FCB Ulka and Marico, he joined Mahindra in 2000 as Vice President – Marketing of the Automotive Sector and went on to hold senior positions, including Managing Director of Mahindra Renault, before becoming the Chief Executive of the Automotive Division and Member of the Group Executive Board in 2010. He briefly worked as President of Zee Entertainment Enterprises Ltd. and served as the Chairperson of the Executive Committee and Chairman of MediaPro (Distribution JV between Zee & Star Networks) during his tenure there.

He re-joined Mahindra in 2013 as the Chief Executive of Farm Equipment Sector (FES), and in April 2014, his role extended



“IT IS A STRONG TESTAMENT OF HOW ITS CULTURE AND VALUE SYSTEM INSPIRE TRUST AMONGST THE EMPLOYEES, INSTILL PRIDE IN THEM, CREATE AN ENVIRONMENT THAT PROMOTE CAMARADERIE AND FAIRNESS, AND DELIVER A GREAT WORKPLACE EXPERIENCE FOR ALL THE EMPLOYEES”

to include the Mahindra Two-Wheeler Business. He became the President of the Farm Equipment Sector in 2015. Under his able guidance, M&M's tractor business witnessed a never-before demand. Rajesh as his team at Mahindra went beyond just sales. For them FES wasn't just a company selling tractors and farm machines, but rather a solution provider who wants to help their customers achieve their outcomes, enabling them to rise.

They wanted to enrich the livelihood of the small land holding farmers by democratizing technology to deliver a more productive, profitable, and sustainable agricultural approach. Today, Mahindra has an ecosystem of services with their Farming as a Service “KrishE” which is a path-breaking business model to advance the Indian farmer and Indian agriculture with the benefits of superior agronomy, access to advanced farm equipment rentals and new-age precision farming solutions. He has led Mahindra's two brands – Mahindra & Swaraj, to become the leading players in the Indian tractor market.

Rajesh today serves as a Director on the Board of Mahindra & Mahindra Ltd., several other Mahindra Group companies in India as well as overseas and is as an Independent Director on the global Board of Aliaxis Group SA, Belgium.

GOING BEYOND THE NORM

Rajesh's taking over the baton as Executive Director coincided with the pandemic and lockdown in India. But that's when he



outlined his famous “Walk – Run - Fly” phased approach of managing today, while investing for the future. The framework delivered strong financial returns in FY21 and also helped turnaround of global subsidiaries in FES along with a robust automotive demand momentum.

Now his bold new focused strategy for Automotive is setting the ground to accelerate to fly, where Mahindra will concentrate on its true DNA, i.e. “Authentic SUVs”. It's a déjà vu situation, as two decades ago, he, in a similar environment, had repositioned the entire brand for a completely new customer. The transformation had led to the birth of category-creating SUVs, the Scorpio and the XUV500, that leapfrogged the brand into a new era of products.

The All New Thar launched last year, was a hint of the Authentic Core SUV strategy, and it is no surprise that it has won 20+ awards already. The XUV700 slated for launch this year, is an all new, authentic, global SUV set to redefine benchmarks in the SUV segment.

Today under his leadership, the Automotive and Farm Equipment businesses have a clear set of purpose and commitments along with a robust financial position. The Auto Sector is committed to leveraging global design and product development capabilities to bring to customers authentic SUVs, EVs and CVs, while the Farm Sector is focusing on growing its core domestic and global businesses, along with new tech opportunities and farm machineries. All of this sets Mahindra up for a bold and aggressive growth trajectory.

Recently M&M was ranked No.2 in “India's Best Companies to Work for 2021” by the Great Place to Work Institute®. It is a strong testament of how its culture and value system inspire trust amongst

the employees, instill pride in them, create an environment that promote camaraderie and fairness, and deliver a great workplace experience for all the employees.

SPINNING A GLORIOUS SUCCESS SAGA

Rajesh's talent has been recognized and rewarded many times by the industry. He has won the Award for the Launch of the Scorpio at the India Leadership Summit in 2002. He was also conferred an award for Marketing Excellence by the Indian Express & Indira Group of Industries in 2003 and was featured in the book titled ‘India's Most Powerful Brand Builders’ released at Asia Brand Congress 2008. He was also a part of the cover story on ‘Young Leaders’ in Outlook Business in 2009.

In 2009 and 2010, he was part of the Campaign India A-List which features 500 top professionals in advertising, media, and marketing. In 2013, he made it to a list of 50 Young Leaders of India, compiled by the British High Commission, India. He also held an honorary position on the Enactus India National Advisory Board. He currently serves on the Governing Council of S. P. Jain Institute of Management and Research. He is a member of the World Economic Forum's Automotive and Autonomous Mobility Governors community.

He is also a Member of the Executive Committee of The Society of Indian Automobile Manufacturers (SIAM) and has represented the Tractor Manufacturers Association (TMA) in India as its President on the National Council of the Confederation of Indian Industry (CII) in 2016 & 2017. Beyond work, his interests include teaching, reading and fitness. He has been managing the pandemic with an optimistic attitude. He likes indulging in yoga and spending meaningful time connecting with friends and family.

Building A Better World With Both Hands

The Founder & Chairman of iSON Group, Ramesh Awtaney is an Indo-African business magnate, serial entrepreneur and philanthropist with deep business interests across Africa & the Middle East. He possesses a rich experience of more than 3 decades across IT & Telecom and Finance sectors



RAMESH AWTANEY

Born in the Indian city of Agra in Uttar Pradesh, Ramesh was brought up in Rajasthan. He graduated from MBM Engineering College, Jodhpur with a Bachelor's degree in Engineering and obtained a Master's degree in International Trade from the Indian Institute of Foreign Trade (IIFT). He has undertaken a number of executive programs at leading institutes such as Harvard University, Wharton Business School and INSEAD. He has also taught IBM course, "Major Deal Maker" during his tenure at IBM. An avid cricket enthusiast, he delineates his professional life in two innings:

FIRST INNINGS

Ramesh started his career with SAE India Limited and his first project was in the sphere of transmission lines. Later he moved to Escotel for a brief period as a Senior Manager. Thereafter, he joined Ericsson India Private Limited where he worked his way up to the big league. As his Swedish boss Olof Wassvik puts it, "We promoted him and he was ready for the next promotion." He adds, "In two years, we promoted him 4 times to eventually become Director, Business Management, managing pan India Sales and Operations." In 2000, Ramesh moved on from Ericsson to join a start-up providing Free Internet, however it did not work, and he joined IBM in 2001. His passion for "selling" helped him craft a milestone agreement between Airtel and IBM valued at over 750



“MY EDUCATION IS AVERAGE, BUT I CAN TELL STORIES AND I CAN WORK A PROPOSITION WHICH MAY SOUND PROPITIOUS. ULTIMATELY, IT WILL BE AN EQUATION WHICH WORKS FOR YOU AND ME. ARRIVING AT AND SELLING A MUTUAL VIEWPOINT IS MY PASSION”

MUSD on the basis of revenue sharing. This was the first time in the history of the IT industry that such a large outsourcing agreement was signed without an offshoring element. This business deal then went on to become a benchmark for the entire industry and is now a Harvard Business case study that has been discussed globally in umpteen boardrooms. Ramesh then went on to sign 7-8 Billion USD agreements for IBM with various telecommunications companies. He evoked such confidence that all top three Telcos in India outsourced to IBM. In the later part of his career at IBM he moved to Singapore as Vice President and GM Asia Pacific Communications Sector – IBM GTS. On his last working day at IBM, he signed an outsourcing agreement with Maxis in Malaysia.

SECOND INNINGS

Ramesh bid adieu to IBM in 2009 and started iSON along with his long-term friend and colleague Vivek Gupta. As he fondly puts it, “the name iSON is a tribute to my two major employers – IBM and Ericsson.” Owing to his dedicated efforts, “today, iSON is a Pan Africa, Middle East and India, service provider for Customer Experience Management and IT Services & employs over 15000 people across 32 delivery centres with 20 plus languages. It serves over 450 Mn customers on behalf of its clients & is a major employment provider in Africa. In South Africa, they are a BBBEE level 1 Crediton company.” iSON Client list includes, geographically diverse customers such as MTN, Airtel, Vodacom, Vodafone, Etisalat, Emirates National Oil



Company, National Water Company, Bajaj, Standard Chartered Bank and several other marquee clients who have outsourced business critical processes to iSON in the MEA region. iSON is backed by marquee financial investors such as AfricInvest, Gulf Capital, Dhabi Investments. He is extremely passionate about technology, & has been supporting budding entrepreneurs as a seed & VC investor and mentor. Under his exemplary leadership, iSON has made over 15 early-stage investments including some successful exits in the tech sector. Some of these include Mventus – a leading mobile self-care company which ran the platform of large Telco customers in Africa and India, Flytxt – a leading marketing analytics firm, Connectiva – one of the world’s largest revenue assurance, data analytics & fraud management companies, U2opia – developed a technology that provides Facebook & social media access on feature phones in markets where smartphone penetration is low.

DELIVERING EXCELLENCE

Extremely passionate about the art of selling, Ramesh exudes confidence when he asserts, “My education is average, but I can tell stories and I can work a proposition which may sound propitious. Ultimately, it will be an equation which works for you and me. Arriving at & selling a mutual viewpoint is my passion.” He believes in delivering nothing but excellence. As he puts it, “When client businesses want Customer Experience Solutions that are par excellence, they don’t go to big names, but come to iSON. The same goes for IT projects whether implementing IT or managing IT. Similarly, when you need money for early-stage tech funding, you connect with iSON, because we help fulfil your visualised dreams.” He further adds, “It all starts with a conversation & along the way we find

how to match expectations & aspirations. Each requirement is unique & needs the passion of our iSON teams to make it work. If you want something done with detail and perfection you come to iSON. As our tagline says “We are You.” Customer Xperiences – Guaranteed.” He concludes, “While I don’t say it much, but I do this job as my passion. Now, I enjoy enabling it.”

GIVING BACK TO SOCIETY

Ramesh sees tremendous opportunity in impact investments in Africa and is currently partnering in initiatives like Girl Effect (‘GE’) which work to bring adolescent girls out of isolation. Under his able leadership, iSON and GE have launched project ‘Girl Connect’ which provides information, entertainment, counsel and help to adolescent girls using technology and online mentors using the iSON BPO platform. In 2018/19, Girl Connect successfully completed a program called “One Million Unheard Voices” in Nigeria.”

AWARDS AND ACHIEVEMENTS

Over the years, iSON & Ramesh have been recognized at various forums. He was conferred with the Entrepreneur of the Year Champion in Biz Awards at 2016 ASSOCHAM India Africa Trade & Investment Forum. He was also bestowed with “Technology Company CEO of the Year” during 2016 Nigeria Technology Awards (NiTA). iSON has been identified as a leading Service Provider by Gartner and has received awards from the Great Places to Work Institute.

Sharing his success mantra he says, “My own experiences taught me that entrepreneurship is more about audacity, agility & also ability. I believe that it is a cycle of failing and learning; but ‘continue playing’ is my message to the entrepreneurs of today.”

Building Brilliant Future-Ready Businesses

Mr. Mehta, the Chief Information Security Officer (CISO) of Cyble, a Y-Combinator-backed AI-powered cyber threat intelligence company, has cemented a reputation for himself in the cybersecurity industry as an exuberant and proactive leader who has constantly evolved with the times



Rishi is a risk management professional enabling organizations with successful cyber security programs over the past 20 years. He is a Certified Information Systems Auditor (CISA), and a Certified Information Security Manager (CISM). Continuing his learning journey, he is currently pursuing an executive Post-graduate Diploma in Digital Business in collaboration with MIT and the Columbia Business School executive education. Rishi has been at the forefront of several path-breaking initiatives backed by his futuristic vision of growth that has helped various organizations build resilient business models. Currently, Rishi is the CISO at Cyble, where he oversees the company's information security program. He oversees developing a cybersecurity roadmap throughout the organization. The leader also helps build a security culture in the company along with building an innovation and engineering mindset. Before joining Cyble as CISO, he was Senior Director, Technology (Enterprise Engineering, Infrastructure) at Target, where he was in charge of enabling mobility, productivity, and collaboration for over 350,000 team members & also served on the board of Directors for Target in India. He established the Cyber Security capability in Bangalore including the Cyber Fusion Centre for Target. Over the years, he has established global cybersecurity programs in a variety of industry domains



“THE PANDEMIC HAS TESTED OUR ABILITIES AND MADE US REALIZE HOW IMPORTANT IT IS TO HAVE A SUSTAINABLE STRATEGY THAT PRIORITIZES FLEXIBILITY & FOCUSES ON DOING THE RIGHT THING, GUIDED BY A PURPOSE THAT FUNCTIONS AS THE COMPASS THROUGHOUT DECISION-MAKING”

and led the transformation of cyber capabilities in tandem with digital business transformations.

AN EPITOME OF SIMPLE LIVING & HIGH THINKING

Rishi lives by the philosophy of keeping things simple. With this mindset, he and his team have been able to develop solutions that are convenient to use and simple to implement. The dynamic leader says, “As an information security expert, I implement the same philosophy to drive innovation and build full-stack capabilities to balance cyber security and user experience for both internal and external customers.”

He is motivated by 3 factors: learning through continuous improvement, being open to change, and connecting with people. For him, integrity and respect are non-negotiable in his professional and personal life. His belief in these values gives him the strength and conviction he needs to make sound, insightful and trust-building decisions.

CREATING OPPORTUNITIES FROM CHALLENGES

Every crisis, according to Rishi, is an opportunity to do better, think differently, and set lofty new goals. “A crisis, furthermore, is a chance to evaluate your strategy and verify that your company is structured to last – not just survive, but thrive – in any situation,” says the optimistic leader. He adds, “The pandemic has tested our abilities and made us realize how important it is to have a sustainable strategy that prioritizes flexibility and focuses on doing the right thing, guided by a purpose that functions as



the compass throughout decision-making.”

Despite the rapid spread of COVID-19 worldwide, the leader was swift enough to see that his organization adapted to the rapidly changing customer demands. His agile mindset, boldness, and focus on customer safety and the well-being of his team allowed him to make quick and efficient decisions during the COVID-19 outbreak.

CAREER MILESTONES

When asked about his career highpoint, Rishi enthusiastically replies that building a team from scratch that could deliver best-of-class security solutions globally for Target in multiple security domains is one of the cherished highpoint moments in his career. He continues, “Other key achievements in my career have been the launch of a great Cyber Fusion Center in India, and the revamping of Identity & Access Management, that enabled the management of millions of identities.”

“I attribute my success to the diligence of my dedicated team, which was eager to learn and bold enough to experiment. In addition, we focused on building an effective product strategy to align with the business’ needs and developed an agile mindset to achieve those goals,” says the humble leader.

A PEOPLE PERSON

Rishi, a people-focused leader, believes that leaders who fail to communicate openly with their team do more harm than good. Therefore, he maintains transparency with his team members by communicating significant issues, challenges, ideas, and successes so that there are fewer surprises and everyone can keep improving. He also encourages honest and open communication in his team so that the team members can feel at ease, share their perspectives, ask questions, and clear up any and every ambiguity.

“This ensures that as a team, we set the

highest standards for ourselves and do things correctly,” he says. The value-based leader also encourages all employees to act as a team by teaching a shared set of values. He also ensures that the right people are in the right roles and that everyone works as a team toward a common goal.

He describes his leadership style as one that is centered on inclusion and communication. “I enjoy cultivating trusting relationships and motivating others to achieve outstanding results based on these two aspects,” he says. “I am also a firm believer in continuous improvement and the metrics that enable us to see it. My decision-making approach is based on sustainable and viable solutions that empower the business,” he adds.

MAKING A POSITIVE DIFFERENCE

As a socially responsible leader, Rishi is committed to corporate social responsibility. He says, “At Cyble, in addition to what we do to help people financially, we also focus on cyber security for kids and share timely threat intelligence with the community, which helps the overall ecosystem.”

He believes that security practitioners must come together to create a shared security ecosystem. “It’s the little things that count,” says the leader. “From sharing security best practices with Grade 5 students in schools to fostering an ecosystem of trust and communication for all employees to be able to work from home, the last 18 months have been a learning experience and an exciting journey,” he elaborates. The compassionate leader pushed several business initiatives in the wake of the pandemic in the year 2020 to facilitate innovation and enable remote working possibilities for Target. “By putting the safety of employees first, we have been able to make sustainable decisions that can be leveraged across all the challenges thrown our way by the ongoing pandemic,” asserts the leader.

Driven by Entrepreneurial Spirit & Compassion

Mr. S. Durgaprasad (popularly known as DP), the Co-Founder, Director, and Group CEO of Chennai-based Bahwan CyberTek Group, believes that integrity is the key to success. His success story is a reflection of true value creation. With 3+ decades of extensive experience, DP exudes extraordinary brilliance as a business leader



S. DURGAPRASAD

DP is a qualified Engineer from the College of Engineering Guindy (CEG) in Chennai, India. He has also pursued management programs from the Kellogg School of Management (Illinois, USA) and XLRI (India). The proactive leader has an illustrious track record spanning over three decades of accomplishments in leadership roles at diverse business organizations.

CAREER HIGHLIGHTS

DP founded Bahwan CyberTek (BCT) in 1999 to develop pioneering products and solutions to meet the specific requirements of industrial segments such as Oil & Gas, Power, BFSI, Government, SCM & Logistics, Telecom, and Retail. Soon the company emerged into a global provider of digital transformation solutions in the areas of Predictive Analytics, Digital Experience, and Digital Supply Chain Management. The leader's outcome-driven mindset and aptitude for exploring, and establishing new markets have been instrumental in propelling the BCT Group to its current position of prominence and prosperity.

Under his determined leadership, BCT's revenue has surpassed \$290 M. What's more, he has established nine subsidiaries and two joint ventures with DHL (Bahwan-DHL) and TelBru (Comquest). Both the joint ventures have been successful to date,



“WE ARE PROUD TO EMPLOY TOP INDIVIDUALS WHO CAN CONTRIBUTE TO THE SUCCESS OF THE COMPANY. IT’S NOT JUST ABOUT WHETHER OR NOT THEY’LL BE ABLE TO EXECUTE THE JOB; IT’S ALSO ABOUT WHAT THEY CAN CONTRIBUTE TO THE TEAM”

servicing customers in the region and around the world. Additionally, he has established numerous commercial initiatives in the United States, the Middle East, India, and the Far East over the years.

DP is an upbeat individual and a fearless entrepreneur who believes in remaining positive even in the face of adversity. He claims that fear is the greatest impediment to success; thus, he never lets it get the better of him. He says, “Successful entrepreneurship necessitates risk-taking. If you are afraid to take risks, then entrepreneurship is perhaps not your cup of tea.”

COMPETING IN THE GLOBAL MARKET

DP is a focused leader who has worked hard to expand his business globally. He holds integrity, persistence, and improvisation as his guiding principles. These attributes have not only enabled him to grow personally but have also assisted him in carving out a niche in a competitive global marketplace.

The proactive leader consistently aims at investing and expanding IP portfolios across sectors and verticals leveraging the most cutting-edge and futuristic technologies to provide his global client base with distinct, value-driven solutions. Additionally, he takes a customer-centric approach to everything he does, which has earned him the trust of his clients all over the world. Partnerships have always been a crucial strategy for the leader, and he is consistently looking to build new synergies with new partners while also strengthening old ones.



A PEOPLE-CENTRIC LEADER

DP emphasizes the significance of fostering a people-centric workplace culture that prioritizes employee happiness. He believes in investing in people, relationships, and developing an inclusive work culture. BCT currently has over 3000 members and serves over 1000 global customers.

DP says, “We are proud to employ top individuals who can contribute to the success of the company. It’s not just about whether or not they’ll be able to execute the job; it’s also about what they can contribute to the team.” In this age of perpetual disruption, the focused leader takes every measure to ensure that his workforce is future-ready.

Soon after the COVID-19 outbreak, DP immediately came up with a solid plan to keep his business afloat. To cope with the challenges faced in the prevailing COVID-19-induced pandemic situation, his company leveraged Cloud communication tools and virtual platforms to stay connected with employees at all times and facilitate efficient remote working and seamless collaboration.

Additionally, to take care of the mental, emotional, and physical wellbeing of the employees, a host of HR initiatives have been adopted, along with technology initiatives, such as Mood-o-Meter for capturing each employee’s mood at various points throughout the day. Additionally, to maintain agility during these tough times, a blended office model has been adopted while complying with local regulations and safety precautions. For example, Flexi-Seating, a post-COVID tool has been designed to allow employees to book their seats in advance at the workplace. With this tool, employees can choose the seat or meeting room of their choice while also knowing that the location has been sanitized before their arrival.

DOING HIS BIT FOR SOCIETY

Under the leader’s direction, BCT regularly engages in several CSR activities of national and global impact. From adopting a Municipal School in Chennai (India) for supporting the SMILE initiative aimed at distributing healthy meals to underprivileged children, especially those who are at the crucial stages of their Board examinations preparations, to prioritizing senior care by providing financial support for the treatment of COVID-19 patients in an old age facility in Chennai, (India), the compassionate leader’s CSR ethos demonstrates his unwavering commitment to giving back to society.

As a clean energy entrepreneur, DP is known for his efforts to develop market-driven climate change solutions. BCT’s flagship AI-driven predictive analytics platform, Retina360, has been assisting renewable energy producers with predictive maintenance remedies that promote long-term sustainability besides boosting ROI.

RACKING UP ACCOLADES

DP has been bestowed with several entrepreneurship awards, including the Lifetime Achievement Award in Technology at the Oman Banking & Finance Awards hosted by OER Oman Economic Review. In 2015, he was honored as an “Illustrious Alumni” by his alma mater, CEG Chennai. He was also lauded by the Who’s Who Historical Society for demonstrating exemplary professional achievements and his distinguished contribution to the IT community.

Furthermore, the leader was also featured in the ‘30 Top Business Leaders of Oman’ by the Oman Establishment for Press, Publication, and Advertising (OEPPA). He has also been consistently ranked among Oman’s Top 100 Most Influential CEOs for several years.

Going The Extra Mile For Sustainable Growth

With his great vision, out-of-the box strategies, & unceasing passion for excellence, Sree co-founded iLink Systems in the year 2002, despite the prevailing Dotcom bubble. He possesses a rich experience of over 2 decades in the High-Tech industry and has been efficiently driving iLink towards the path of sustainable growth



Sree has played a significant role in iLink's success as a profitable, sustainable and socially conscious business. His deep understanding of the new digital age has helped the organization to establish itself as the go-to service provider for digital transformation across technology spheres like BI, IoT, NLP, AI and cloud services. Owing to its dedicated efforts, iLink has established its customer base in the US, Middle East and South East Asia. Under his leadership, the firm has won a place in the Inc 5000 list of fastest-growing companies 4 times in a row. It has also been recognized as one of the top 50 technology solutions providers in the Seattle area. He is currently focused on the firm's "expansion across continents to achieve a diverse client portfolio and gain the right talent in our team." He intends to target "inorganic growth in countries like Mexico and Sri Lanka; and grow into eastern Europe to acquire talent and business."

EARLY LEANINGS

Possessing an innate passion for entrepreneurship, Sree has had various plans during his school days but his ideas culminated in an actual business when he was pursuing his studies from BITS-Pilani. He established iLink with Sridhar Mahadevan. Despite facing initial challenges, today, the firm has emerged as one of the top

“MY LEADERSHIP STYLE IS BASED ON DEVELOPING CONSENSUS & BUILDING A STRONG PARTNERSHIP WITH MY IMMEDIATE TEAM. I EMPOWER MY TEAM, IN THEIR RESPECTIVE STREAMS OF WORK, TO BE SUCCESSFUL & HELP THEM TO REALIZE THEIR ENTREPRENEURIAL POTENTIAL ”

technology solution providers. In his own words, “iLink is my first full-time business venture. I have always been excited about starting a business venture right since my childhood even though my parents did not have any business background. Business ideas entered my mind during school days and culminated in an actual business during my college days in BITS-Pilani.”

Besides his strong technology management and consulting background which helped iLink translate its business objectives into effective software products and solutions, Sree’s unceasing optimism also played a significant role in iLink’s success. As he puts it, “Tremendous positivity kept me going. Not a single thought of taking a U-turn ever touched my mind. I kept believing in the fact that iLink would sail through every crisis. I have always believed that iLink will continue to grow.”

A UNIQUE LEADER

Sree embodies the spirit of a true leader and always tries to bring out the best in others. Describing the uniqueness of his leadership style, he says, “My leadership style is based on developing consensus and building a strong partnership with my immediate team. I empower my team, in their respective streams of work, to be successful and help them to express and realize their entrepreneurial potential. In my opinion, a successful leader works along with his/her team, granting them the necessary authority to express themselves

freely and actualize their potential in their roles.”

WORKING TOWARDS SUSTAINABLE SUCCESS

Sree is a leader who practices and preaches good ethics in business. His passion, values and beliefs have resulted in building the firm on a triple bottom line premise. Under his able leadership, iLink determines success holistically, not only on its financial impact but also on the basis of its social and environmental responsibilities as integral parts of its overall organizational wellbeing. He asserts, “Success to me is creating value for all our stakeholders around me, which includes clients, teammates, the society and the environment. Triple Bottom Line (TBL) has been part of the culture at iLink Digital. We have been striving to focus on social and environmental concerns just as much on the financial aspects.”

PROMOTING EMPLOYEE WELFARE

Sree always prioritizes the happiness of employees. He very well understands the challenges faced by them during the prevailing COVID-19 pandemic situation. Talking about some of the measures undertaken by him for employee welfare during the current scenario, he says, “One thing we have been stressing about is wellness while people work from home during this pandemic. Wellness is a multi-faceted concept with dimensions across physical, mental and spiritual well-being. We have done several sessions for our employees on these various facets of wellness. We are inviting experts to provide our teams with advice on prophylactic approaches. We are even looking into hiring a Chief Wellness Officer to monitor the overall health of the organization and help the folks improve their well-being. Other than that, we have facilitated flexible work

from home arrangements for all employees and we are still encouraging them to continue working from home.”

BUILDING A BETTER WORLD

Sree vehemently believes in giving back to society. Elaborating upon the various CSR initiatives undertaken by iLink under his guidance, he says, “I believe CSR is really important. iLink is a triple bottom line company and is involved in various societal as well as environmental responsibility-based programs such as planting saplings, adopting villages, and donating to various organizations. We are also involved in helping children with education. As a holiday season gift, we have sponsored education for some schools in India on behalf of our clients. They’ve liked the idea and have highly appreciated the initiative. As a technology provider, iLink not only aims to help human society and improve their standard of living but also make sure to play our part in protecting the environment and making the best use of the natural resources.”

He adds, “Individually, I am involved in tree plantation programs, organic farming, and in helping save native breeds of cows. I also am one of the founding members of an angel funding group called Kuber Network, which helps entrepreneurs contributing to a social cause and India’s self reliance.”

Throwing light on the relief measures initiated by him during the ongoing COVID-19 pandemic, he says, “The COVID-19 pandemic has created a huge demand for medical grade oxygen. Right now, I am working with volunteers to see how we can arrange for oxygen cylinders and concentrators from the United States.” “We have also made financial contributions in helping patients in India for oxygen supplies, medicines, and treatment,” he adds.



Creating A New & Exciting Work Culture

"Be the change you want to see in the world," Mr. Sumesh Satyan has lived up to these wise words. After experiencing negative reactions for going the extra mile, from the top brass at almost all jobs he pursued, Mr. Satyan decided he had had enough. It was time to start his own company - a place where people would always come first



Mr. Satyan's father owned a restaurant back in the day and as a kid, he used to spend a lot of time there. That was when his foundation of human values was laid. He believes that success is measured in terms of how many lives you affect and for him, the biggest assets were the people he worked and interacted with. It is with these set of values and beliefs that he ventured into corporate world at the age of 18.

HUMBLE BEGINNINGS

Back in 1992, Mr. Sumesh started his career as a salesman. Over time he excelled in all the roles, but he also realized a thing or two about the working of many organizations. He learnt that majority of the small-scaled organization leave very little room for the personal and professional growth of their employees.

The stakeholders of these companies were neither interested in the growth of the company nor allowed their employees to feel fulfilled. While he did grow in ranks, he was often chastised for going out of his way to help his teammates or provide them with opportunities to grow. He soon realized that all of these companies disregarded the people they worked with.

The last straw came when he was ousted by a company where he had contributed through every high and low. It was that

“UNDER MR. SATYAN’S LEADERSHIP AND VISION, LEISUNG TECHNOLOGIES HAS GROWN TO HAVE 40 TOP VENDOR BRANDS IN THE UAE AND HAS BEEN SUPPORTING AV INTEGRATION AND DIGITAL SIGNAGE PROJECTS IN UAE, KSA, OMAN, QATAR, EGYPT, LEBANON, JORDAN & KUWAIT”

moment when he realized he would start his own company where people would never be undervalued.

A DREAM IS BORN

Mr. Sumesh had an agreement with his wife Ms. Suchi Nair that both of them will retire at the age of 45 and follow their passion from then on. The events of his job career timed perfectly with this plan and they both decided to start their own company in 2014 – Leisung Technologies.

The husband-wife duo bootstrapped this company from scratch. They decided to build an organization where financial achievements were only the result of a team that is inspired internally. In their organization people would always be supported. Under his leadership, Leisung Technologies has been growing from strength to strength. The firm is an AV Design, Integration & Solution Company headquartered in Dubai.

Their core expertise is Audio, Visual and Digital Signage systems for collaborative spaces like meeting rooms, conference rooms, auditoriums, retail spaces, innovation centers, BGM systems, control centers, and home theaters. Leisung Technologies has grown to have 40 top vendor brands in the UAE and has been supporting AV Integration and Digital Signage projects in UAE, KSA, Oman, Qatar, Egypt, Lebanon, Jordan, Bahrain & Kuwait.

Leisung Technologies was started with the underlying mission to be the easiest company to work with for employees,



customers, and partners and to create for customers the most compelling technology in meeting spaces.

BUILDING A NEW CULTURE

Since his personal experiences at all his previous jobs had been demotivating, Mr. Sumesh wanted his company to be a place where nobody felt undervalued or taken for granted. For him, it is not just an entrepreneurial venture but a change movement. He wanted to build a company where all team members respect each other and the customer.

The customers’ needs are understood in depth and solutions are provided based on what they want and not what the company is trying to sell. Mr. Sumesh started out looking to forge lifelong relationships, not just business transactions. It is a thin line to walk for a CEO since sometimes a profitable step is staring at you in the face but if that doesn’t align with your core values, you need to let it go. But that doesn’t bother Mr. Sumesh because he is here to build “the easiest company to work with.”

He leads his team with utmost sincerity and that’s what makes a true leader. Integrity and innovation form the everyday culture at Leisung. Mr. Sumesh doesn’t believe in policing his employees. Every day he works to build and sustain an environment which inspires all of his employees to learn, prosper and support each other.

As a leader, he tries to keep an ‘open door’ policy where his team members can come up to him to discuss professional or professional challenges and new ideas or even an improvement that they think will help the company be better. “We try to solve all problems together,” he says. His journey as a CEO has been one with many hurdles. Like every new company, he has had to prove their quality.

In the initial days there also were major

cashflow issues, but he persevered and tunneled through those challenges to stay afloat and keep building his dream. Today, Mr. Sumesh proudly shares that his company supports 28 families; he has some of the top minds of the industry working with him and bit by bit he is building a workplace that will always value their employees and customers alike.

MARCHING TOWARDS A BRIGHT & GLORIOUS FUTURE

In the next 5 years, Mr. Sumesh aims to ensure a business that can support at least 1000 families. He plans to keep working on his vision of being the “easiest company to work with for employees, vendors, and customers.” It is his innate desire to ensure that everyone he and his company interact with is touched by their human spirit of oneness and helpfulness in every single task they undertake.

His future plans and goals are a refreshing change from the usual numbers and figures that most CEOs have for goals. In his endeavor, Mr. Sumesh’s family also supports him wholeheartedly. His wife heads the sales vertical at Leisung and his daughter handles the marketing function. With the help of an objective and open culture that he is building at his company, work-life balance has not been a problem for Mr. Sumesh ever. He has full faith in his employees and doesn’t believe in keeping tabs.

Mr. Sumesh is a new-age leader who is not building a company but a culture. He is bringing about a slow but steady change in how the whole employer-employee equation is viewed. He is setting the bar high when it comes to building an organization. He took it upon himself to create something he never got as an employee. His foundation and core beliefs are what set this leader apart from the rest.

AsiaOne Magazine showcases inspiring stories of those great leaders who not only established global business empires, but also led and directed people toward achieving common goals. By envisioning a sense of purpose, they became the voice of communities. They carved their growth trajectory through clear vision, judicious & purposive planning, collaborative & resourceful teams, shared goals and outstanding execution. It is their incredible ability to utilize unprecedented opportunities and justify responsibilities that makes them great leaders. They leverage and maximize the efforts of others towards the achievement of a greater good. They are extraordinary because of their uncommon, outstanding, distinctive and superior ideas and actions, which have clearly led to a growth spree in their chosen spheres. The feature presents a few of such nonpareil leaders who have consistently altered established norms and revolutionized their businesses with their groundbreaking ideas. Through our exclusive and august list, we not only attempt to showcase some of the Greatest Leaders, but great stories of their successes, hard work, philanthropy, extraordinary vision and ingenuity to transform that vision into reality



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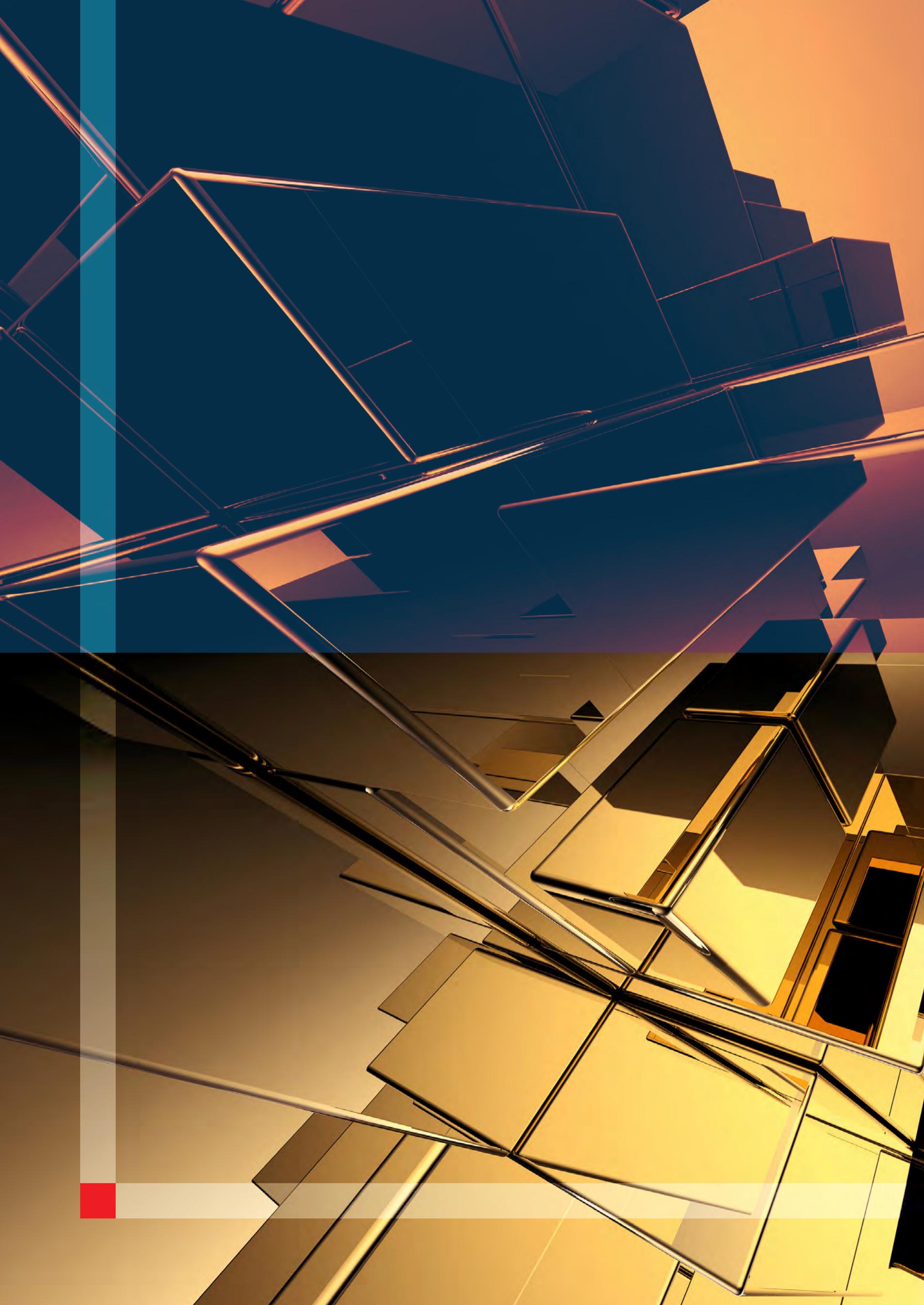


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MOHAMED MAHMOUD AHMED EL-ETREBY

MAKING AN EVERLASTING IMPACT

MR. MOHAMED MAHMOUD AHMED EL-ETREBY, THE CHAIRMAN OF BANQUE MISR, AN EGYPTIAN BANK FOUNDED IN 1920, IS A PROMINENT BANKER WITH MORE THAN 36 YEARS IN THE BANKING INDUSTRY. THROUGHOUT HIS CAREER, HE HELD SEVERAL SENIOR POSITIONS. HE HAS BEEN ACTIVELY GIVING BACK TO SOCIETY

AN INSPIRATIONAL SAGA

Mr. El-Etreby graduated from Ain Shams University in 1976 with a Bachelor's degree in Commerce. Since 2015, he has led Egypt's Banque Misr, supervising a network of 18,000 staff and more than 10 million customers. The seasoned leader brings the highest standards and practices to the organization's multifaceted strategy and day-to-day operations. His spectacular success stems from his outstanding talents and dedication.

The veteran banker was the CEO and

MD of the Egyptian Gulf Bank before joining Banque Misr. He embarked on his banking career in 1977 with the Arab African International Bank (AAIB). He then moved to Credit International d'Egypte Bank. Upon joining Misr International Bank (MI Bank, now known as Qatar National Bank) in 1983, he spent more than 22 years there. In September 2005, he joined

the Egyptian Arab Land Bank as Vice Chairman and Board Member. He was named Managing Director of the Arab Investment Bank in 2009. In 2011, the leader rejoined the Egyptian Arab Land Bank as its Chairman. Mr. El-Etreby was appointed Chairman of Banque Misr in January 2015 in honor of his exceptional achievements.

GIVING BACK TO SOCIETY

Throughout his career, Mr. El-Etreby has advocated for the importance of corporate social responsibility, viewing it as one of the critical tools for achieving sustainable development in fields such as culture, education, employment, public health, and the environment. Under his guidance, Banque Misr has aided some of the poorest villages in Egypt, supported female breadwinners, and addressed all matters regarding human development through Banque Misr Foundation for Community Development.

In the fiscal year 2019-2020, the bank spent about EGP 1.4 Billion on community development. The compassionate leader also led the bank to make substantial contributions to the fight against COVID-19 as well as to the underprivileged and needy. In response to COVID-19, Banque Misr contributed EGP 80 million to the Federation of Egyptian Banks' initiative to help families affected by irregular employment.

REMARKABLE ACHIEVEMENTS

Owing to his significant contributions, the leader has been honoured with the 'Best 100 Arab Chief Executive Officers for 2020' Award by G2T Global Awards. Banque Misr has made impressive strides in the banking industry under Mr. El-Etreby's leadership. Among other prestigious honors, the bank recently won the title of Best Bank for Digital Innovation MENA for 2020. Furthermore, the bank has been ranked by the International Business Magazine 2020 as the Best CSR Bank. Banque Misr has also been named the Best CSR Bank by the Global Banking and Finance Review Magazine.

Mr. El-Etreby believes that financial inclusion is essential for social welfare and sustainable growth. He asserts that it is the only means of eliminating poverty, creating jobs, promoting educational equality, and improving health. He feels Microfinance encourages growth because it integrates disadvantaged and well-off groups, provides education to enhance understanding of financial products, and facilitates access to them.

POOJYA SHRI D VEERENDRA HEGGADE

INSPIRING EXCELLENCE IN ACADEMICS & SPIRITUALITY

POOJYA SHRI D VEERENDRA HEGGADE IS THE CHANCELLOR OF SHRI DHARMASTHALA MANJUNATHESHWARA (SDM) UNIVERSITY, LOCATED IN DHARWAD, KARNATAKA. HIS CONTRIBUTIONS TO SOCIETY'S SOCIAL, ECONOMIC, AND CULTURAL DEVELOPMENT ARE DEFINED BY HIS 48 YEARS OF UNWAVERING SERVICE TO THE NATION

BLENDING TRADITION WITH MODERNITY

Dr. Heggade's academic prowess has positioned SDM University to be an extraordinary institution over the years. Under his dynamic leadership, the SDM University has become the fulcrum of a new educational movement responsible for spreading values-based education throughout Karnataka.

As an educational leader with outstanding credentials, he has created innovative educational programs that blend both modernity and tradition. With over 60 academic institutions under its umbrella, the SDM Educational Society offers an education that encompasses everything from primary education to professional education and vocational training.

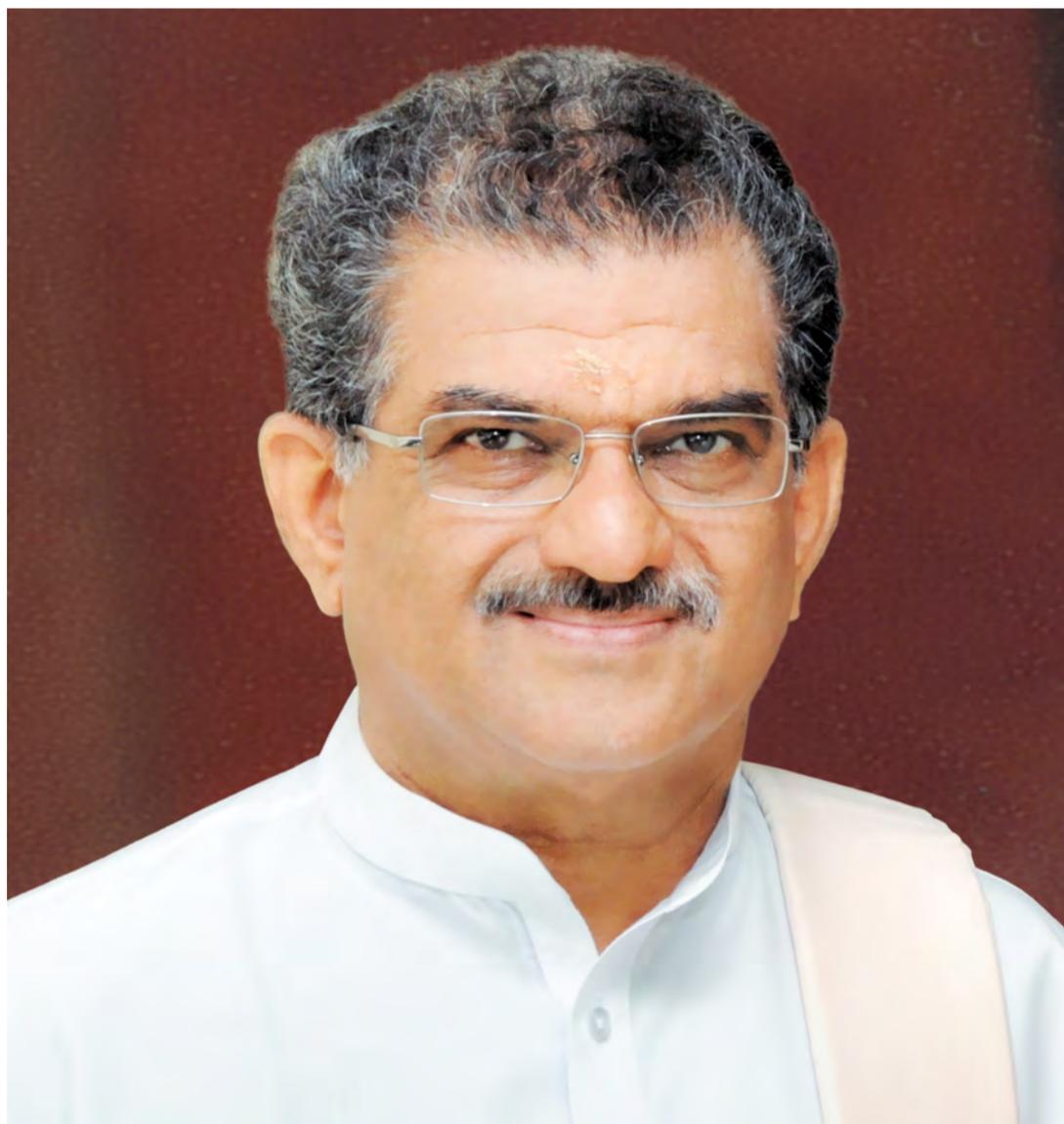
A graduate of Bangalore University, he is a philanthropist and the Dharmadhikari (hereditary administrator) of the Shri Kshetra Dharmasthala Temple. He succeeded to the post of Dharmadhikari in October 1968 at the age of 19. As trustee, he is responsible for the temple and its property, which he manages on behalf of worshippers and Dharma.

He was one of the youngest Dharmadhikaris in Dharmasthala, having garnered the responsibility at the tender age of 20. He is the 21st in his family line to serve as Dharmadhikari of the Dharmasthala temple.

The town of Dharmasthala was ushered into a new era as soon as he took over the responsibility of the Dharmadhikari. In response to his vision of persistent charitable contributions, the town has sprouted a multitude of social and cultural organisations. He has also been guiding a large number of devotees who visit Dharmasthala in search of solace and guidance in facing the world.

GLORIOUS ACHIEVEMENTS

He has received several awards for his exceptional services to humanity. The Padma Vibhushan awardee is the recipient of Karnataka Ratna (the highest civilian award from the Government of Karnataka) for social work; Nadoja Award from Hampi Heritage University; Devaraj Urs Award for service to the backward community from the Government of Karnataka; Doctor of Science Award by Rajiv Gandhi University Bangalore Karnataka; Sir. M Visvesvarayya Memorial Award from the Federation of Karnataka Chambers of Commerce and Industry; Lalitakala Academy Award from the Government of Karnataka; and Rajashree Award from



His Excellency the President of India, among others.

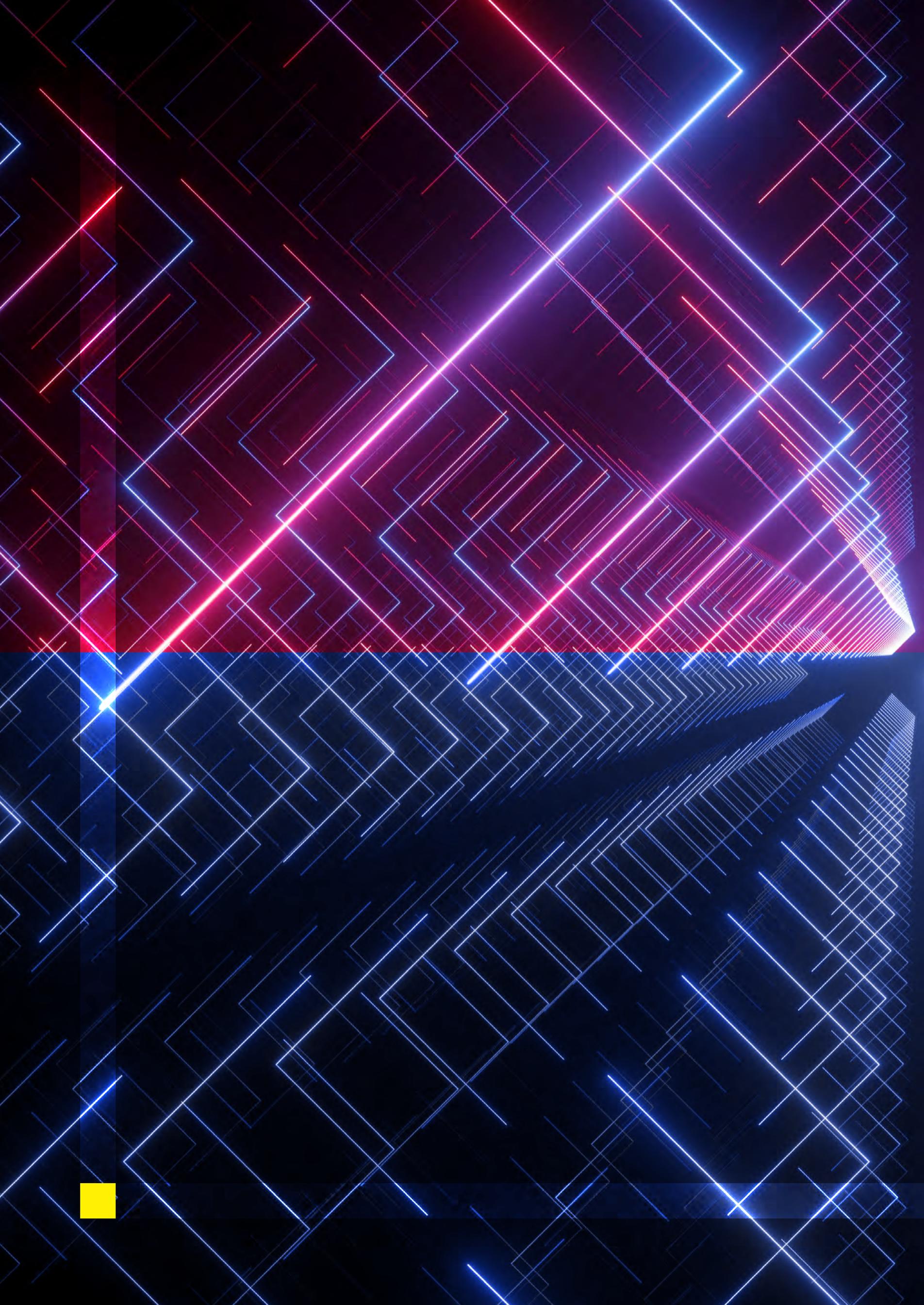
The distinguished leader has also received Honorary Doctorates from Mangalore University, Karnataka University, and Drew University, U.S.A.

MAKING A POSITIVE IMPACT ON SOCIETY

In his lifetime, he made many strides in transforming small towns into learner-focused gateways or re-imaging a temple from a place of worship to a place of service. Over the past 48 years, the socially responsible leader has

implemented a series of socioeconomic programs. His work gives hope to those affected by oppression, poverty, discrimination, or insufficient healthcare due to social disparities.

Under his guidance, SDM College of Medical Sciences and Hospital has grown to meet local healthcare needs. The organization provides relief to those in need and teaches and trains its students to deliver comfort in the best possible manner.



POWERFUL

POWERFUL



ANAND SANGHI

A GREAT VISIONARY AND AN INSPIRING GLOBAL LEADER

ANAND SANGHI, THE MUCH-ADMIRED PRESIDENT OF VERTIV ASIA AND INDIA, IS A PIONEER IN THE FIELDS OF LEADERSHIP, ENGINEERING, AND TECHNOLOGY. HIS MANY YEARS OF PRACTICAL INDUSTRY EXPERIENCE HAVE PROVIDED HIM WITH VALUABLE INSIGHTS INTO THE TECHNOLOGY AND ENGINEERING INDUSTRIES

A LEARNED SCHOLAR

Mr. Sanghi is equipped with a Master's degree in Business Administration from the Indian Institute of Management, Ahmedabad as well as a degree in Electrical Engineering from the Indian Institute of Technology IIT, Madras. With this valuable educational foundation, Mr. Sanghi began his career as a business planner in Hong Kong on April 21, 1994, and subsequently went on to scale great heights.

Since then, the Vertiv President has also participated in some of Vertiv Asia's most important investments in the Asia Pacific (APAC) region including overseeing various new product launches,

greenfield plants, and expansions. He has experienced the economic boom in the early 1990s, followed by the 1997 Asian crisis, then the dot.com period, SARs, '08 GFC, and is now leading the business through the pandemic.

A MASTER OF ALL TRADES

Mr. Sanghi has worked in the Asia Pacific (APAC) region's technology and engineering sectors for over 26 years. He has participated in highly

transformative nation-building initiatives such as the National Broadband Network (N.B.N.) in Australia and the creation of a telecommunications network in Myanmar. He previously held various positions at Copeland before being promoted to the position of Director of Planning and Business Development for Emerson Electric in the Asia Pacific (APAC) region, located in the company's regional headquarters in Hong Kong. In 2001, he joined Emerson Network Power in the Asia Pacific (APAC) region as the Director of Planning, then progressed and ventured into product and brand management, after sales service and solutions. He also served as Emerson Network Power's Asian Vice-President of Operations. Mr. Sanghi is not only known for his great strides in the technology and engineering industries but is also known for his emphasis on fostering a work environment that features inclusivity and positivity through a process of effective leadership. He places significant importance on being an effective leader through storytelling techniques and establishing a noticeable presence with employees, forming and practicing positive habits that can lead to innovation, encouraging and executing self-discipline, giving back to those in need, and shaping a new generation of leaders by creating employee-centric organizations.

A PIONEER IN DIGITAL TRANSFORMATION

With over 26 years of practical experience in the Asia Pacific (APAC) region's technology and engineering industries, Mr. Sanghi has witnessed numerous substantial transformations in the respective sectors. Therefore, he is known for facilitating and leveraging the power of digital infrastructure in his organizations to encourage astonishing growth and transformation. He feels that the effect of increased income levels, economic growth, and supporting government regulations and policies across the Asia Pacific (APAC) region will play a vital role in boosting the usage and demand for digital services and the digital infrastructure that facilitate them. In fact, the migration of enterprise to cloud computing has helped foster a substantial amount of performance growth for Vertiv Asia's products, solutions, and services. He also prioritizes energy efficiency and is presently enabling policies, procedures, and design architectures for data centers and telecommunication systems with clients and government agencies.

ARVIND JAIN

BASKING IN PRIDE & GLORY

MR. ARVIND JAIN IS THE MANAGING DIRECTOR OF THE PRIDE GROUP OF COMPANIES, ONE OF THE PIONEERING REAL ESTATE DEVELOPMENT CONGLOMERATES IN INDIA. HIS TRAILBLAZING INITIATIVES HAVE GONE A LONG WAY IN TRANSFORMING THE SKYLINES OF PUNE, MUMBAI, AND BENGALURU

MAKING DREAMS A REALITY

Over the years, Arvind has developed a sterling reputation as a real estate expert. The imposing structures, combined with customers' trust and the countless awards, are testament to Arvind's consistent success story since the company's inception in 1995.

Arvind's family moved to Bombay from Madhya Pradesh in the 1980s. High rises in Mumbai have always piqued his interest. Young Arvind was awestruck by the SR Towers, which featured a stunning glass exterior cascading down the structure. Whenever he saw that building, he would tell himself that he would make a building like that one day. That building was the inspiration for his dream.

A graduate in Commerce, Arvind embarked on his career in the hospitality sector in the Pride Group of Hotels after earning a diploma in Hotel Management. Although he had a comfortable career track in the hospitality industry, his dream of constructing something new lingered on, and as soon as the opportunity arose, he grabbed it. Despite the lack of a real estate background, or lack of engineering or architectural degree, and lack of money to invest, Arvind remained committed to his dream. No wonder his youthful ambition and passion helped him overcome each and every odd that came his way. His ambitions, vision, and determination prompted him to establish Pride Group's construction division. His steadfast commitment bore fruit in the form of a remarkable victory. The visionary chief has molded Pride Group into a dominant player in real estate development across verticals. Under Arvind's stellar leadership, the Pride Group has grown from mere five employees to an enormous conglomerate employing over 500 people today.

Since Pride Group's first project in Model Colony to the company's current development, Pride World City, the company has built properties that offer privacy, good ventilation, innovative space-management strategies, and, most importantly, on-time delivery. Through a successful foray into the hospitality industry, homes spread across India's top metros, Arvind has built an impressive portfolio with humble beginnings. With over 40 million sq. ft. constructed so far, the leader has proven his commitment and ability to deliver groundbreaking projects for Pride Group. Aashiyana, Pride Picassa, Pride Hulkul, Prime Corporate Park, and Park Royale are some of the notable projects the Pride



Group has delivered under Arvind's leadership.

COMMITTED TO SOCIAL RESPONSIBILITY

Arvind firmly believes that entrepreneurs owe a lot to society and must give it back. Under his direction, the Pride Group regularly organizes health camps for the underprivileged section. In addition, the Group provides its employees with clean, hygienic, and well-maintained living areas. To encourage its women workforce, the organization maintains an on-site crèche where women employees can leave their children while they work. What's more, it also offers computer

training programs for children.

ACHIEVEMENTS WORTH NOTING

Under his exemplary leadership, the Pride Group has won various honours, including the 'Developer of the Year Award' for Pride World City in 2018. Additionally, the Pride Group's LEED Platinum certification attests to its unwavering commitment to excellent value and exceeding the expectations of its stakeholders.



DR. ARVIND KAPUR

SEEDING INNOVATIONS IN THE AGRICULTURAL SECTOR

DR. KAPUR IS THE MD OF ACSEN HYVEG PVT LTD & IS RENOWNED FOR DEVELOPING VEGETABLE SEEDS WHICH INCREASE THE PROFITABILITY OF FARMERS & PROVIDE BETTER NUTRITION TO THE CONSUMER. WITH HIS RICH EXPERIENCE OF 40+ YEARS IN AGRICULTURAL RESEARCH & 32 YEARS IN SEED SECTOR, HE HAS WON LAURELS GLOBALLY

A MAN OF LETTERS

Dr. Kapur studied at Ludhiana after completing post-graduation in science from the Punjab Agricultural University in 1977. He completed his PhD in Plant Physiology with a primary focus on functional genomics. He gained rich experience in plant breeding and research on seeds at the Punjab Agricultural University. In 1988, when he was an Associate Professor, he decided to move to the private sector. With his unparalleled expertise and calm demeanor, he has been continually rising high.

TO NEW BEGINNINGS

Dr. Kapur joined the Pioneer Seed

Company and shouldered various responsibilities including research and development. Later, he earned the position of a board member of a joint venture between Proagro and Plant Genetic System of Belgium. Eventually, he became the MD of the said joint venture, and with time, developed the first transgenic mustard hybrid seed using the “seedlink” technology. He became the MD of Nunhems India that led the vegetable research and

marketing of vegetable seeds. His vision was to innovate and transform the sector; therefore, he merged “Sunseed” of the USA and Nunhems, Holland in India and established the brand ‘Nunhems’. In less than ten years, his perspicuity made the company a leading producer of vegetable seeds.

INGENUITY AT ITS PEAK

“HyVeg,” a new subsidiary of Rasi seeds for vegetable research was something he keenly envisioned and set up in 2009. The brand became the fastest growing brand of vegetable seeds. It joined the list of top five companies with highest sales of vegetable seed. Within 10 years, the company got listed as an MNC and ranked 6th in Asia. World benchmarking Index, a global organization supported by The Bill & Melinda Gates Foundation, which is doing region wise indexing of seed industry ranked AcSen HyVeg as top Indian company by “Access to Seeds Index” and ranked 6th in South East Asia. This index has criteria to measure and compare the efforts of the world’s leading seed companies to enhance the productivity of smallholder farmers. Under the guidance and leadership of Dr. Kapur, his team established breeding programs of 21 important vegetable crops including difficult temperate crops like cauliflower, cabbage, carrots, broccoli, kohlrabi, onion, etc. which are difficult to breed in breeding terminology.

GARNERING GLORY

His impactful assiduousness, commitment to excellence, and dedication has quintessentially rewarded him with number of national and international awards and recognitions. His excellence was honoured by American Bibliographic Institute for his outstanding contribution to the Indian farming communities. Another distinctive cladding was the Bhartiya Udyog Ratan Award from the Indian Economic Development & Research Association (IEDRA). He is an active member of many business associations like CII, FICCI, and ASSOCHAM, PHD Chamber of Commerce. In addition he served as Secretary General of Seed Association of India (SAI) and presently he is Co-chairman of Federation of Seed Industry of India (FSII) Active in intellectual property rights issue in Asia and Pacific region as chairman of IP committee APSA He is also member of the IP committee of International seed federation to Implement the International systems of protection of Innovation in Asian regions in India.

H.P. BUDHIA

AN ENTREPRENEUR WITH A HEART OF GOLD

H.P. BUDHIA IS THE FOUNDER OF PATTON GROUP, A PREMIER MANUFACTURER AND EXPORTER OF IRON AND STEEL PRODUCTS. OVER THE YEARS, HE HAS EXPANDED HIS BUSINESS ACROSS CONTINENTS AND HAS ALSO CREATED A SIGNIFICANT IMPACT ON THE COMMUNITY THROUGH PATTON'S SOCIAL INITIATIVES

A TRUE LEADER

Mr. Budhia founded the Patton Group 43 years ago with a small engineering plant in Tinsukia, Assam. Patton has since grown into a leading manufacturer and exporter of iron and steel fittings including precision electrical stampings, industrial fasteners, building hardware, EMT steel electrical fittings, PVC pipes, water storage tanks, and material handling containers.

Mr. Budhia is a true leader; he is self-motivated and a determined collaborator, who is looking to bring out the best in each member of his team. While business is an important part of Mr. Budhia's life, he always finds time for his family and the community. Two autobiographies that compile his experiences in raising Patton from the ground up are 'Jeevan Ek Rang Anek' and 'Panne Zindagi Ke.' He has also been featured on the popular show 'Kisse Kamyabi Ke,' on the Zee Business channel.

GIVING BACK TO SOCIETY

Under the project 'Water-On- Wheels,' a specially designed water tank has been introduced that maintains the cleanliness and volume of water when being transported. Mr. Budhia has also spearheaded the educational initiatives undertaken by Patton, such as constructing new buildings for 2 government-run senior secondary schools at Ratan Nagar, Rajasthan, as well as restoring and donating a G+3 building for a government-run senior secondary school at Jaipur, Rajasthan.

Mr Budhia has founded Swarnim International School, a Senior Secondary school in Kolkata with a capacity of 2000 students and international standard infrastructure.

Patton has donated hospital beds, ambulances and medication to hospitals in Kolkata. It has conducted blood donation and cancer detection camps as well as awareness programs in the suburbs of West Bengal. It has also donated water tanks to the Kolkata Municipal Corporation for its Sulabh project. Patton's R.C. Agarwal Memorial Hospital, in Tinsukia, founded by him and now run by Medica, is the first-of-its kind in the northeast and has helped to save many lives.

Patton is also working to create



awareness in the mental health sphere with 'Caring Minds,' a super-specialty state-of-the-art mental health facility. It has also started ICanFly, an institute for special needs individuals with an adjoining Café ICanFly, which employs individuals with special needs. Through its tie up with Prerna Foundation, Patton has eased the process of paying tribute to the dead by providing full infrastructure at Neematalla Ghat. So, whether it be education, special needs, environment, health, employment, Mr. Budhia has contributed to all the facets of life.

BRACING UP FOR THE PANDEMIC

In order to help combat the COVID-19 pandemic and protect its employees, Mr. Budhia ensured that Patton paid full salaries to all of them during the lockdown with not even a single retrenchment. It has introduced a Contactless Safe Wash Station, provided masks, sanitizers as well as medical help to those in need.



KRIS PUTHUCODE

CARVING A NAME IN THE IT SECTOR

KRIS PUTHUCODE IS A RENOWNED TECH ENTREPRENEUR AND THE MANAGING DIRECTOR & CEO OF SOFTWARE QUALITY CENTRE LLC. HE HAS A COMPUTER ENGINEERING DEGREE FROM KARNATAKA UNIVERSITY, AND ALSO EXECUTIVE MANAGEMENT EDUCATION FROM STANFORD GRADUATE SCHOOL OF BUSINESS

A PASSION FOR IT

Hailing from a middle-class Indian family, Mr. Puthucode honed his skills working in the IT industry before deciding to pursue business. An entrepreneur with 25+ years of experience, he started SQC in 2001 and has worked with many prominent companies during his career including the Big Five Consulting Firms. A pioneer among Indian tech leaders, he has adopted unparalleled approaches & added new capabilities to SQC. His tryst with computers began in the 1980s when he worked as a part-time teacher at a computer centre. The passion he has for computers continues to this day & it has been a defining factor in turning him

into a popular name in the IT industry.

A COMPELLING VISION

SQC is a firm that is known for providing IT services in Software Quality Assurance & Process Improvement among other areas. Innovation is the cornerstone at SQC, which has expanded its offerings by adding more PMI-certified training courses & IT consulting services that are truly disruptive. The firm is planning to

set up an office in the UK in the next 2-3 years to elevate business growth.

ACHIEVING MILESTONES

Mr. Puthucode's unique business style and strategies reflect his extraordinary mind. He is recognized as the leader who never fails in his endeavors and is known for upholding quality. He has never given up after failed attempts & has created numerous milestones in his journey. A renowned leader, he has helped a leading B2B MSME in India & its parent company in the US achieve growth of 200% CAGR.

AWARDS AND ACCOLADES

Mr. Puthucode has been acknowledged in the list of 'Top 10 Global Indian-origin CEOs of 2020' by CEO Insights. SQC has been recognized among the Top 10 Quality Management solutions & services providers worldwide - in 2019 & 2020 - by CIO Review. SQC has also been recognized among the 10 companies for bringing Key Innovations in QA/Testing by APAC Business Headlines. He has been a part of multiple conferences as a speaker & an author of several industry articles worldwide, including ISACA Conferences and the Better Software Conference. He has been Forbes's Technology Council Member since 2017, which is an invite-only forum of US-based business leaders.

GIVING BACK TO SOCIETY

At SQC, philanthropy is regarded as a strong motivator in gaining a deeper understanding of the responsibilities people have towards society. In the present scenario, Mr. Puthucode contributes to charities like the Red Cross. He has also helped his teenage son in establishing a non-profit organization to collect & recycle used eyeglasses. Started with the idea of making it accessible for those that need them, the firm has collaborated with 'One Sight' & 'Eyes for the Needy'. It has also monetarily contributed to the production of local masks & PPE in the USA & has made donations in Southern California to the cause of fighting COVID. He is planning to start a teaching CSR initiative by opening IT training Institutes/centres at tier 2 cities in India in 2021 & 2022.

MANISH CHHABRA

SCRIPTING A METEORIC RISE

MANISH CHHABRA, THE MD & CEO OF HYGIENIC RESEARCH INSTITUTE PVT. LTD, IS A HIGHLY ACCLAIMED AND EXTREMELY SUCCESSFUL LEADER. HIS GREAT STRIDES IN THE CORPORATE BUSINESS WORLD HAVE SIGNIFICANTLY REVOLUTIONIZED THE PHARMACEUTICAL, BEAUTY PRODUCTS & FMCG INDUSTRIES

CLIMBING THE SUCCESS LADDER

Mr. Chhabra began his career as a floor chemist in 1991 and slowly worked his way up the corporate ladder. As he undertook additional responsibilities, he collaborated with his mother to establish the Hygienic Research Institute Pvt. Ltd. Equipped with his 25 years of valuable practical experience in the FMCG industry, Mr. Chhabra was promoted to managing director and CEO of the Hygienic Research Institute Pvt. Ltd. in 2007, with an overall focus on finance, sales, purchasing, human resources and operations management. The organization is one of the most remarkable examples of success in the Indian beauty products industry. Once he was the supervisor of a team of 22 employees. Today, he leads as many as 2,300 employees at the same company. Mr. Chhabra's unique approach and leadership qualities have supported the rise of brands such as 'Vasmol' and 'Streak.' As a business leader, he has been extremely involved in the remarkable expansion of Hygienic Research Institute Pvt. Ltd's operations and the generation of value for all investors.

His strong vision, strategic goals and objectives, commitment, and work ethics have enabled him to catapult 'Vasmol' to a leading position in the emulsion-based hair colour industry, garnering a market share of almost 95%. In an attempt to offer consumers an affordable yet extremely high-quality hair styling product, 'Streak' was created. The Streak Professional Division was established in 2008 to support this goal, allowing the Hygienic Research Institute Pvt. Ltd. to expand its standing in the professional beauty sector. The Streak Professional Division has added approximately 35,000 salons to its network till date and is expanding at a Compound Annual Growth Rate of 28% per year.

Furthermore, his impeccable direction, go-to-market approach, and philosophy of creating multiple brands and divisions within a single organization have assisted Hygienic Research Institute Pvt. Ltd. in achieving a turnover of over Rs. 600 crore. Mr. Chhabra has also formed strategic manufacturing partnerships with five leading international companies to establish a solid foothold in the professional segment. These well-timed professional initiatives to solidify international alliances and professional partnerships have substantially widened the Hygienic Research Institute Pvt. Ltd.'s ability to create and deliver high-quality products.



AWARDS AND ACCOLADES

Due to his exemplary success and leadership qualities, Mr. Chhabra has been recognized with a number of awards and accolades. His immense potential was recognized with awards such as India's Best Leaders in Times of Crisis 2021 by Great Place to Work, Economic Times Business Icon - Revolutionary leader in the Haircare Industry in 2020, and Asia's Most promising Leader Award in 2013. As the operational success of the Hygienic Research Institute Pvt Ltd continues to grow at an exceptional rate, under his leadership, Hygienic Research Institute Pvt. Ltd. has been recognized with the "Best Employer Brand Award

2019" at the 14th India's Human Capital Summit, a Bronze Award "Best Program for Sales Enablement 2018" from the Tata Institute of Social Sciences as well as Platinum and Gold awards at the dotcomm awards, amongst others. Brand Streak was recognized as one of the Best Brands by The Economic Times in March 2019. Hygienic Research Institute Pvt Ltd was also listed in the "India's Top 30 Best Workplaces in Manufacturing Sector in 2020 and the "Top 100 Best Workplaces in 2021".



RAJIV SHAH

CARING FOR YOUR WELL-BEING

MR. RAJIV SHAH IS THE SECOND GENERATION ENTREPRENEUR AND A PROMOTER OF SAMARTH LIFE SCIENCES PVT LTD WHICH HAS PIONEERED THE MANUFACTURING OF CRITICAL CARE LIFESAVING MEDICINES IN INDIA. HE HAS BEEN EFFICIENTLY DRIVING THE ORGANIZATION TOWARDS NEW HORIZONS OF SUCCESS

SETTING UNPRECEDENTED STANDARDS

Rajiv Shah comes from a family of savvy businessmen. His grandfather opened the gates of entrepreneurship for the family's next generation and his father in 1963 founded the Samarth group which today boasts of an impressive portfolio of businesses. Under his leadership, Samarth has established itself as a market driven; technology based company with a strong R & D base and is creating a niche market for the products which are 'Critical Care and Life Saving Healthcare Products'. From a modest beginning, Samarth Life Sciences now owns and operates 4 state of the art production facilities across

the country. It is also in the process of starting a dedicated oncology facility with advanced liposomal and microsphere technologies in Malaysia. It's their Passion of Innovation that has kept them streets ahead. They have been constantly growing at more than 20% since the last 25 years. For the future, they have a very ambitious target for themselves. He intends to treble the sales in the next 5 years. Realizing that Biologicals are the frontier and the future of healthcare, Samarth has also

set up a world class biological facility in Karnataka for Biosimilars and Biological API's. It is also setting up a production facility for blood products which will start production by early 2022.

ONE-STOP-SHOP FOR YOUR HEALTHCARE NEEDS

They currently operate in the therapeutic areas of Critical Care, Anaesthesia, Oncology Gastroenterology, Ophthalmology, Urology, IVF, Gynecology and Animal Healthcare. Samarth is gaining global footprints with exports to 70 countries and has plans to strengthen its presence across all continents for better access to affordable, quality medicines. Samarth has been a recipient of the President of India award in the year 2009 for the "Technically & Scientifically Most Advanced Biotech Company". It has also been awarded by the Governor of Maharashtra in the year 2010 as the "Emerging Pharmaceutical Company of the Year". Rajiv Shah is a science graduate and holds a Master's degree in Management Studies from NMIMS, University of Mumbai. Besides Samarth Life Sciences, which is his flagship company, he also has interests in diverse fields such as Financial Services and Solar module manufacturing.

TURNING ADVERSITY INTO OPPORTUNITY

At the height of the Covid-19 pandemic, when the whole country was under lock down, all the facilities of Samarth were working round the clock to meet the national emergency. The entire focus was on manufacturing and ensuring uninterrupted access of medication for the treatment of the infected patients across the country. Despite the significant challenges in supply chain and logistics, they were able to serve the patients during this critical period. Such service and commitment resonates with the team and brings to life the company's purpose and motto "Adding Life to Life." And he takes immense pride in saying that during the Pandemic "We did our bit to help others."

His CSR manifests in the form of grants to various research institutes engaged in cutting edge research in biologics. He believes in giving back to society through Sohini Foundation which was founded by his mother, he contributes greatly towards the wellbeing of the people. It provides free medical help to the needy and financial support for education to the deserving students. He is also very active philanthropically and is associated with various business and social firms.

SUNIL SUBRAMANIAM

CLIMBING UP THE LADDER OF SUCCESS

SUNIL SUBRAMANIAM STARTED HIS CAREER AT SUNDARAM MUTUAL IN SEPTEMBER 2005. DURING HIS TENURE, HE GAINED VALUABLE EXPERIENCE AS THE VICE PRESIDENT (RETAIL DISTRIBUTION), & THE EXECUTIVE DIRECTOR LATER. HE WORKED WITH CLIENTS FROM DIFFERENT WALKS OF LIFE AND BECAME EVERYONE'S FAVOURITE

THE INITIAL YEARS

Mr. Subramaniam has a Master's in Business Administration from The Open University Business School, London, and is an MSc degree holder from IIT, Madras. He is also a Certified Associate of the Indian Institute of Bankers. There are many feathers in his cap. He kick-started his journey almost three decades ago and eventually moved to MNC, Public sector, and Private sector companies. He has worked with top companies including the State Bank of India, American Express Bank, and Bank of America.

However, throughout his career, he constantly served the financial universe. Mr. Subramaniam's rich professional experience and excellent business sense proved to be of great value to the business and enabled the company to concrete its position in the market with a long-term benefit plan. As the Director (Sales and Global Operations), he was extremely cautious and guided many clients through his expertise in predicting market trends that affect the mutual fund industry. He went on to become the Deputy CEO and CEO before his promotion to the post of Managing Director. Sunil is also on the Board of Directors of Sundaram Asset Management Singapore Private Limited.

Sundaram Mutual provides a wide range of products and investment options. One of the prominent asset management companies in South India, its focus is on long-term plans and the need to bridge the gap between investment and savings. The organization has shown outstanding results within few years. The clients include giants like Wipro, Tata, Reliance Industries, and many others. With wealth management as its niche, the company believes that 'change is the only constant.'

Therefore, companies need to create diverse ways of wealth management and wealth creation for their clients. Enhancement of digital capabilities in 2018 has been a big leap for the company. In 2017 they made a significant investment in digitalizing the internal sales processes.

Sundaram Mutual caters to people with varying investment potential. From seasoned businesspersons to parents who want to invest for their child's future, the company welcomes all types of investors.

DIVERSE RESPONSIBILITIES

In his tenure spanning over 15 years,



Mr. Subramaniam has handled various responsibilities. He has been instrumental in expanding Sundaram Mutual's footprint domestically and internationally. During the time he has been with Sundaram Mutual, the assets under management (AUM) have seen manifold growth.

ACCOLADES

Mr. Subramaniam has been recognized by The Economic Times as one of the Most Promising Business Leaders of Asia for three years in a row (2018, 2019, and 2020). Under his leadership, Sundaram Mutual has won several accolades — The Economic Times Best

Brands Award (2019), The Economic Times Best Brands Award in BFSI for two years in a row (2018, 2019), the YouTube Creator Studio Silver Award from Google for reaching over 100,000 subscribers and sharing original content on YouTube, the Tamil Nadu Best Brands Award, and the Innovative Launch Campaign Award for Sundaram Bluechip Fund by the World Marketing Congress.



SUPRITA REDDY

ALWAYS ONE STEP AHEAD

MS. REDDY IS THE CEO OF VIJAYA DIAGNOSTIC CENTRE LIMITED, INDIA'S LARGEST COMPREHENSIVE DIAGNOSTIC NETWORK SPANNING 80+ STATE-OF-THE-ART CENTRES ACROSS 13 CITIES. OVER THE YEARS, SHE HAS ESTABLISHED HERSELF AS A TENACIOUS AND DYNAMIC STRATEGIST IN THE HEALTHCARE SECTOR

EARLY LIFE

Ms. Reddy has successfully reached the pinnacle of success with her entrepreneurial mindset. She began to show a keen interest in business at a very early age. A qualified commerce graduate from Osmania University, she contributed to the growth of the Diagnostic Centre with her innate entrepreneurial skills. Because of her sincerity and unwavering dedication, the centre could generate revenue of INR 3670 million from INR 70 million in less than two decades. Her business acumen and working knowledge of the industry have helped the diagnostic center remain competitive and affordable to all.

Ms. Reddy has been in charge of the facility's strategic planning process, patient outcomes, operations, and growth in its home markets and outside. She has been pushing the centre's expansion, giving it the market lead, with return metrics and best-in-class profitability. The well-versed leader leverages her wealth of knowledge and experience in successfully creating business growth. Under her leadership, Vijaya Diagnostic has grown to over 63

Centers in Hyderabad and other centres in Sangareddy, Warangal, Hanmakonda, Karimnagar, Nizamabad, Kurnool, Nellore, Visakhapatnam, Kolkata, and Gurgaon.

A WINNING MINDSET

As the company's CEO, Ms. Reddy is committed to understanding all stakeholders' needs and taking measures to deliver the highest quality of service and consistently surpass expectations. She believes that adding value to healthcare is the best means to provide substantial advantages to stakeholders.

The leader has previously served on the boards of Medinova Diagnostic Services Limited, Namrata Diagnostic Centre Private Limited, Park Health Systems Private Limited, and Doctorslab Medical Services Private Limited. She has also been a director of Vijaya Diagnostic from 2014 to 2019.

OUTSTANDING ACHIEVEMENTS

Ms. Reddy is a shining example of a woman whose leadership in the healthcare sector has made a significant difference. Her entrepreneurial zeal and ability to lead have been acknowledged and commended in the healthcare industry. Because of her tireless efforts, she was awarded the 'Women Leadership Award in Healthcare' by ABP in 2019.

Her dedication has also earned the company numerous awards and accolades over the years, including The Best Diagnostic Service Provider of the Year 2019 by Six Sigma Healthcare; Most Trusted Diagnostic Center of the Year- India 2019 by Indo-Arab Leaders Summit & Awards; Telangana Health leadership Award by the founder of World CSR Day and World sustainability, and lots more.

WORKING FOR SOCIAL WELFARE

Ms. Reddy has made a remarkable contribution to the spheres of healthcare and education in rural areas. Under her visionary leadership, Vijaya Diagnostic caters to stationary and infrastructural requirements of government schools in Inole Village, Patancheru, and Hyderabad.

She actively engages in philanthropic efforts, from donating to the Andhra Pradesh Fishermen Development Welfare Services Association to installing ceiling fans at Government Hospitals.

Through her philanthropic efforts, Ms. Reddy strives to uphold Vidya Diagnostic's mission of providing service to all.

VASA SRINIVASA RAO

EMPOWERING STUDENTS WITH 21ST-CENTURY SKILLS

MR. VASA IS THE FOUNDER & CEO OF SAMSIDH GROUP OF SCHOOLS, HEADQUARTERED IN BANGALORE. OWING TO HIS DEDICATED EFFORTS, THE GROUP COMPRISES ONE OF THE BEST K-12 SCHOOLS IN SOUTH INDIA WITH CAMPUSES IN BANGALORE, VIZAG, KANAKAPURA, RASIPURAM, NARSAPURAM, KURNOOL AND ANANTAPUR

A LEADER PAR EXCELLENCE

Mr. Vasa is an engineering graduate from Osmania University with over 30 years of professional experience. The edupreneur has previously held many leadership positions in the public sector, including MNCs in the IT and transport industry. During his stint in different firms, he came in touch with several young and budding talents who were knowledgeable but lacked competency and made him realize that the current education system was more focused on exams than preparing students for life and work. Mr. Vasa realized that rote learning would not help students stand out in the 21st-century workplace. The idea of transforming the present education system propelled Mr. Vasa to embark on his journey in the education arena in 2009 with the vision of offering world-class education with a holistic perspective to the students.

INTEGRATING KNOWLEDGE, SKILLS, & VALUES

Mr. Vasa is a visionary leader. He knows what is best for the social, academic, & emotional development of his students. To ensure the all-round development of students, he has introduced an integrated-learning methodology incorporating knowledge, skills, and values. At the same time, he advocates strong relationships between school and parents to promote a family-school partnership framework so that both the school and parents can work together to prepare the students for life.

A PEOPLE-CENTRIC LEADER

Mr. Vasa values and respects his team of diverse, dedicated, and passionate teachers. He not only provides his teaching staff with a happy, productive, and comfortable work environment but also encourages them to participate in regular training programs & practice sessions so that they can upgrade themselves and keep pace with the changing times.

HIS INSPIRATION

Mr. Vasa idolizes His Holiness Dalai Lama and works towards achieving a peaceful and gratified life. He also makes ceaseless efforts to nurture the compassionate side of students by building a culture wherein the qualities of compassion & humility are valued & practiced.

To instil such virtues in students, he has introduced the 5Cs' Character Development Program to make students learn compassion and humility as skills & happiness as science. Mr. Vasa believes that these virtues not only



help an individual to create a healthy environment but also make them creative besides developing their critical-thinking skills for real-time problem-solving.

GIVING BACK TO SOCIETY

Mr. Vasa is a socially responsible leader. He has ensured that the education imparted by Samsidh Group of Schools is for the benefit of the whole community. Under his leadership, the Group regularly participates in cleanliness drives, waste reduction projects, as well as residential development activities, wherein the students visit the neighbouring apartments to raise public awareness about waste aggregation.

OUTSTANDING ACHIEVEMENTS

Under his visionary leadership, the Samsidh Group of Schools has achieved numerous awards and accolades, including Karnataka Educational Award, Top 50 Organizations in Education Award by GFEL, World 100 21st Century Education Award by Future of Learning Unconference, School Excellence Award by Brainfeed, Times Education Excellence Award 2019, and many more.

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ANAND RAJAN

AN ASTUTE LEADER

WITH A MISSION TO PROMOTE HEALTHY SNACKING, MR. ANAND ESTABLISHED NUTTY NEST IN 2017. SINCE THEN, THE COMPANY HAS GARNERED IMMENSE POPULARITY IN INDIA AND ACROSS THE GLOBE OWING TO ITS WIDE RANGE OF PACKAGED CASHEW NUTS IN SEVERAL LIP-SMACKING INDIGENOUS FLAVOURS

LAYING A FIRM FOUNDATION

Established at Marthandam in Kanyakumari district of the Indian state of Tamil Nadu, Nutty Nest has been quick to expand its footprint across India and the world. Under Mr. Anand's supervision, the organization has set up manufacturing facilities in three countries.

Despite its products being globally available, the company is still rooted in Marthandam, where the cashew nuts are initially sorted by hand at its unit. The company offers a variety of products including candied milk cashews, milk cashews, pepper cashews and salted cashews.

Any challenge can be overcome with the help of a strong team as per Mr. Anand. It takes years to build a team of dependable staff members, who then become the foundation of the firm.

Over the last few decades, Mr. Anand has been fulfilling the challenging responsibilities of running a business with his calm and peaceful nature. As an entrepreneur, he has always had faith in his employees, who, he claims are not

only his support system but the future of Nutty Nest. Recently, the organization won the Times of India Business Awards 2020 – Best Cashew Products – which has inspired the employees to work more diligently and efficiently.

BUILDING A GLOBAL BRAND

A visionary entrepreneur, Mr. Anand wants to leave a lasting imprint on the industry. Under his leadership, his team is brainstorming on out-of-the-box ideas that can become popular among the people. A stickler for quality and authenticity, Mr. Anand keeps a close eye on the manufacturing of chocolates, lollipops and nut-based milks.

The organization has made great efforts to make Nutty Nest an internationally recognized brand that offers organically grown, affordable, and nutritious products. His single-minded dedication and hard work have made this journey a successful one.

FUTURISTIC APPROACH

Since its establishment, Nutty Nest has grown from strength to strength. Besides expanding the wholesale cashew business globally, he also wants to bring out more products that are affordable for his valuable consumers. After successfully penetrating the African and Middle East markets, Mr. Anand intends to expand further across the globe.

GIVING BACK TO SOCIETY WITH BOTH HANDS

The pandemic has upturned the lives of people and in such a scenario, lending a helping hand to the underprivileged becomes the responsibility of others. Mr. Anand has sprung to action through his organization's corporate social responsibility programme by providing groceries to those who are affected across Tamil Nadu ever since the beginning of lockdown.

While dealing with the devastation, he quickly realized that in some areas the food delivery mechanism is almost broken. This exercise enlightened him on the need for an efficient grocery delivery network across the country and has inspired him to search for a way to make the lives of others easier.

CHANDAN KUMAR

SWEARING BY INNOVATION FOR ENTREPRENEURIAL SUCCESS

THE CEO & FOUNDER OF SETNER, MR. CHANDAN KUMAR HAS EMERGED AS AN EXEMPLARY ENTREPRENEUR IN THE MANUFACTURING INDUSTRY. OVER THE YEARS, HIS LEADERSHIP HAS SHOWCASED THE POTENTIAL TO TRANSLATE VISION INTO REALITY

ENTREPRENEURIAL BRILLIANCE

At Setner, the creation of value by virtue of design, pricing and utility in each product is being practiced persistently. Mr. Chandan has been proficiently heading the '100 brand company' and has clinched international fame for the firm. At present, Setner delivers products across 6000+ points of sales across leading modern retailers, E Com platforms, Exports and Mom & Pop Stores. Established in 2008 by Mr. Chandan, Setner brought with it a fresh air of innovation in the otherwise monotonous manufacturing industry. Strategically located in Bengaluru, it strives to construct an eco-system of manufacturing that creates price-sensitive products for the consumers. As a visionary CEO and engineer, Mr. Chandan endeavors to intensify the extent of his business and is an advocate of hardcore manufacturing merged with backward integration. A Mechanical Engineer, he has a Masters in Automobile Engineering from the prestigious University of Sheffield, England. Also, he holds an MBA from UCW in Vancouver, Canada. His caliber as a leader can be seen in Setner's metamorphosis under his management. The manufacturing live-wire was set in motion at a 100-square feet office in Bengaluru. Within 10 years, Setner has grown and now encompasses 1 million square feet of Production Area. At first, the firm was involved in the production of packaging, furniture, decor, travel accessories and Kids Furniture. Gradually, it marked its international presence by exporting products to over 20 countries. Mr. Chandan has marvelously brainstormed ideas, advocated a contemporary modus operandi and empowered society through innumerable initiatives. He set his sights on terminating the colossal vacuum between the flourishing business giants and nanoscopic unorganized brands. The firm has come to light as a juncture for the high-tier and low-tier firms.

INVIGORATING VISION

The strategies for Setner's growth have been fruitful as they are backed by Mr. Chandan's vision and values. Innovation and experimentation in curating products have rendered a dynamic nature to the company. His positive outlook, business ethics and consistency have captivated clients all across the globe. The potential to tame challenges has been amplified by his impeccable marketing skills. By virtue of these qualities, he has overcome obstacles in cash flow and setting up a team to match the standards of the firm. Since the firm's inception, his paramount



desire has been to create an umbrella of leading brands. With brands such as ORKA, Candy Beans, PrimRose, Orka Travel, Orka Bean Bags, OrkaSleep and ORKA Home, Setner has reached over 10 million households. Every month Setner through its brand offerings and innovative products continues to reach 50,000 unique households.

EVERLASTING INNOVATION

Setner's dynamic nature can be attributed to Mr. Chandan's razor sharp entrepreneurial skills and his ability to Integrate Processes. The firm has adapted to trends by being alert and prioritizing communication. Amid the COVID-19

pandemic, navigating the team towards a positive spot was his foremost goal. He consciously assessed the present scenario and launched a new company Oktra EV P Ltd. The Patna headquartered firm will manufacture Electric Vehicles & Lithium Ion Battery Packs. Despite the ongoing COVID-19 pandemic, the firm has been steadily marching towards prosperity. With an industrious entrepreneur like Mr. Chandan at its helm, Setner and Oktra EV P Ltd is sure to go a long way.



DR. G. ANIL KRISHNA

DELIVERING COMPASSIONATE CARE

DR. G. ANIL KRISHNA IS THE CHAIRMAN OF MEDICOVERT HOSPITALS (INDIA), ONE OF THE FASTEST-GROWING MULTI-SPECIALTY HEALTHCARE CHAINS IN INDIA AND A PART OF EUROPE'S MEDICOVERT HEALTHCARE GROUP. UNDER HIS LEADERSHIP, MEDICOVERT HAS BEEN EVOLVING WITH A ROBUST MODEL OF HEALTHCARE SERVICES

BEST HEALTHCARE SERVICES

Through Medicovert Hospitals, Dr. Anil aims at creating a top-notch healthcare delivery system in India, entailing unparalleled therapeutic skills, combined with empathetic patient care. He puts a lot of focus on quality and high-performance to ensure positive outcomes for his patients.

Dr. Anil hails from a small village in Nellore District. His personal motivation for cardiology began at a very young age. A determined man by nature, he started working towards his goal with greater passion and dedication. Soon after completing General Medicine, Dr. Anil returned to his native place to

start a small nursing home. His passion to pursue cardiology multiplied during his three-month practice in Nellore and he made up his mind to pursue DM Cardiology Degree course. After a lot of hard work, he got a seat at Osmania Medical College and completed his DM.

ON AN EXPANSION SPREE

As the Chairman of Medicovert Hospitals (India), Dr. Anil spearheads Medicovert

Group's operational as well as expansion strategy. The Group has built its hospitals in various Indian cities. The award-winning healthcare provider has 16 hospitals in Telangana, Andhra Pradesh, and Maharashtra at present, with four more locations coming up. Dr. Anil believes that everyone should have access to quality healthcare. His long-term strategy is to expand the Medicovert Group pan-India and overseas to deliver European-standard healthcare excellence to everyone in need of quality healthcare.

OPERATIONAL EXCELLENCE

Dr. Anil always had the desire to set up a heart institute that specializes in treating cardiac patients with premium care. To this end, he started a heart care facility that ultimately emerged into an eminent cardiac facility with over 30 cardiologists and cardiac surgeons associated with it.

A gold-medalist in DM from Osmania University, Dr. Anil is acknowledged as one of the most distinguished interventional cardiologist for both coronary and non-coronary cases in Andhra Pradesh, India. He is known for performing various complex invasive cardiology procedures, including pacemaker implantations, pediatric cardiac catheterization, transesophageal & stress echocardiography, etc. His expertise in managing complex as well as critical cardiac cases deserve a special mention, He has turned several hopeless cases into success stories.

TOWERING ACHIEVEMENTS

Dr. Anil has been honored with healthcare excellence interventional cardiologist of the year 2020, Telangana by Times Cybermedia. Because of his relentless efforts, Medicovert Hospitals (India) has been honored with several awards and accolades, including, the 'Best International Healthcare Hospital in India, 2016, the 'Best Hospital for Orthopaedics at National Awards for Excellence held, 2016, and 'Fastest Growing Multispecialty Hospital Chain of the Year (India) at World Brand Summit, Dubai (2016).

FAZLUR RAHMAN

SCALING THE ECHELONS OF SUCCESS

FAZLUR RAHMAN IS A LEADING ENTREPRENEUR IN BANGLADESH WHOSE JOURNEY TO SUCCESS IS AN INSPIRATIONAL ONE. THROUGH PERSEVERANCE AND DEDICATION HE HAS BUILT CITY GROUP, A BUSINESS EMPIRE THAT STANDS TALL AND TOWERING IN THE COUNTRY

RISING HIGH FROM HUMBLE BEGINNINGS

As a 9-year-old boy in Gandaria, he had to leave his studies unexpectedly and take care of his entire family when his father was affected by paralysis. He started running a grocery store to make the ends meet while nurturing the dream of becoming a big businessman someday. When he was 19 years old, Mr. Rahman used all his savings to launch his first venture called City Oil Mills. He became the first person to introduce branded consumer packs of mustard oil in Bangladesh. In a post-war, economically weak Bangladesh, starting and running a business was not an easy task. Despite the tough circumstances, the public responded with an overwhelming demand for his mustard oil. After two decades, in 1992, branded soybean oil was added to the range under the brand name - Teer. Later, Mr. Rahman also introduced consumer packs of flour. Several new product categories like Teer Canola Oil and Teer Whole Wheat Atta have been introduced in the market under his leadership. He also introduced the country's first soybean oil that has been fortified with three Vitamins- A, D & E.

BUILDING AN EMPIRE WITH DETERMINATION & GRIT

Bit by bit, Mr. Rahman has built one of the largest business conglomerates of Bangladesh - the City Group. One of the largest conglomerates in Bangladesh, it is a flourishing business that uses some of the largest manufacturing units, state-of-the-art technologies and the latest machinery. Mr. Rahman's meticulous planning, risk-taking abilities and years of efficacious decision-making have turned the organization into the popular brand that it is today. He works with the goal of turning City Group into a globally recognized Bangladeshi brand. Today, it has over 40 sister concerns that Mr. Rahman directly supervises. His excellent business acumen has helped him diversify like no other organization. Under his leadership, the company has continued to expand quickly beyond the realms of just oil production and has ventured into new sectors including packaging, energy, steel, ship-building business, and industrial projects (City Economic Zone). Mr. Rahman's success is not just a happy stroke of luck or fate. He predicted that with Bangladesh's increasing population and changing lifestyle, good quality consumer food products would be in demand. He also invested in state-of-the-art machinery to give 'Teer' an edge over others. Today, he has succeeded in his



mission to make 'Teer' synonymous with quality and trust.

SETTING A UNIQUE EXAMPLE OF EXCELLENCE

For his undeterred efforts, Mr. Rahman was named the 'Businessperson of the Year 2005' by DHL-Daily Star. He received the 'Best Taxpayer' award for the fiscal year 2018-19. He is also recognized by the Commerce Ministry as a 'Commercially Important Person' and is a member of the Ministry's advisory committee. Mr. Rahman as well as his brand Teer have been recognized at multiple platforms of eminence.

Mr. Rahman's way of working is to aim

for excellence in everything he does. He also hires team members who strive for excellence. In the future, he hopes to put his Bangladeshi company on the global map. He wants to keep producing hygienic and quality food consumables while operating sustainably. He is now looking to expand into other FMCG products like milk powder, spices, and additives. As an entrepreneur with a stellar track record, there is no doubt that Mr. Rahman will continue to taste success in all his future endeavors.



GERALD JAIDEEP

MAKING GREAT STRIDES IN THE STARTUP SPACE

THE CEO OF MEDVARSITY ONLINE LTD., GERALD JAIDEEP POSSESSES 3+ DECADES OF RICH EXPERIENCE IN THE STARTUP SECTOR. APART FROM BEING A STARTUP EVANGELIST, HE HAS ALSO MADE GREAT STRIDES WITH FIRMS LIKE LOGICA PLC, DUCONT.COM, NIIT AND SIMPLILEARN, AMONGST OTHERS

INITIAL STARTUP SUCCESS

A graduate of Bangalore University, Mr. Jaideep has spent his career, spanning close to 3 decades, in the startup ecosystem. Soon after completing his BCom degree, he set up his first venture, Quadrant Creations, which was an instant success up until the Dot Com Crash of 2000. From there, he spent the next few years at highly established firms such as Logica Synectics in India & the UK, Ducont.com in Dubai, Sify & NIIT. He wrapped up the decade as an innovation consultant at Erehwon Innovations Consulting and then as Head of India Operations at Element K (Skillsoft), one of the world's largest learning institutions.

In 2012, he established his second entrepreneurial hit, Colorshots Media, a wellness & business consulting firm. In 2013, he took up the post of COO at Simplilearn, which was in its early years of growth and impact. After a 3-year stint, making Simplilearn one of the fastest-growing edtech companies, Mr. Jaideep moved to Medvarsity Online as CEO.

AN ENTREPRENEURIAL MINDSET

Medvarsity Online Ltd is Asia's largest

healthcare edtech firm that has trained and certified over 400,000 medical professionals in over 170 countries. They boast a roster of over 200 clinical, non-clinical, and administrative courses for doctors, nurses, and general management employees. Furthermore, under Mr. Jaideep's direction, Medvarsity has launched 3 successful healthcare brands in FY 2020/21 alone, with the aim to address shortcomings in the digital healthcare space. Dosily.com is a medical learning platform designed to solve the growing skill gap in the healthcare industry. It allows medical professionals to develop new skills in a practical and time-efficient system. BookMySIM.one is a global marketplace for simulations and training workshops. It is the world's only online platform dedicated to aggregating workshops for medical personnel. HealthJobs.one is India's only online job portal for the healthcare industry, creating a network of job seekers and recruiters looking to build a more efficient healthcare ecosystem. Apart from his business ventures, Mr. Jaideep also collaborates with several other Ed-Tech business leaders to shape policy regarding the use of technology in the education industry. An important figure in the startup space, he also serves as the Co-chair of the FICCI Task Force on Ed-Tech.

ENCOURAGING AGILITY

Mr. Jaideep believes that to remain competitive, his companies must strive to become more agile. When making important decisions to strengthen his organization's technological infrastructure, he focuses on innovative methods that will enable his organizations to expand quickly while still offering a great deal of flexibility to his employees. His mantra for success is to embrace failure, as he believes that it is an opportunity to learn and grow. He believes in leveraging the talent and creativity of young industry professionals. Mr. Jaideep is driven by his aim to give back to society, therefore creating valuable organizations that have a multiplier effect on people.

AWARDS AND ACCOLADES

Mr. Jaideep's outstanding achievements in the industry have been recognized with numerous awards and accolades. He has been felicitated with the title of 'Excellence in Training and Development' at the ABP Healthcare Awards as well as the 'Skill Learning Award – Medical Institute' award at the Indian Education Awards 2019.

HP LAKSHMANA

MARCHING TOWARDS NEW HORIZONS OF GROWTH

THE TORCHBEARER OF LTG INFRASTRUCTURE LTD., HP LAKSHMANA HAS EFFORTLESSLY STEERED THE COMPANY TOWARDS GREAT HEIGHTS. AS THE CMD, HIS PRINCIPLES OF SAGACITY AND PRUDENCE HAVE EARNED THE COMPANY MULTIPLE SUCCESSES

A SEASONED ENTREPRENEUR

In addition to furnishing a wide spectrum of quality infrastructure and township projects, LTG has fabricated avenues for large scale employment. Mr. Lakshmana acknowledges his parents and numerous great leaders as the inspiration that ultimately drove him towards success. The Founder-Director of LTG, Tara Lakshmana, has also phenomenally braced the company during difficult times. Her whole-hearted encouragement and clear vision have positively transformed the mainstream perception regarding infrastructure and townships.

Despite hailing from a humble background, Mr. Lakshmana has splendidly directed the company towards its present stature. His own virtues and work ethics have rendered a personalised touch to the establishment. The dynamic nature of the company can be credited to his modus operandi, which is characterized by practical thinking as well as open-mindedness. Over the years, LTG has surfaced as a progressive organization with colossal projects, high levels of integrity, transparent operations, and business ethics. The top-priority matters for Mr. Lakshmana have been proffering quality infrastructure within the reach of the masses and never compromising on quality.

In addition to seamlessly leading the establishment while it transitioned from a partnership to a limited company, he single-handedly incorporated five other companies under the LTG Group. Construction of eco-friendly houses, adoption of a wood piling system and the introduction of eco-friendly electric vehicles, Agri sector are some of his striking business innovations.

EXEMPLARY INITIATIVES

LTG Infrastructure Limited has gone public to upsurge skilled and unskilled employment. It furthermore provides food and education to the underprivileged through the LTG Foundation Trust. Besides safeguarding quality as well as environmental, health and safety management for the firm, Mr. Lakshmana has diligently contributed as the managing trustee of the LTG Foundation Trust. Uplifting the economically weaker sections of society by addressing their predicaments has been the foundation's core aim. In addition to its present staff, over 42 new people have been employed even amid the pandemic.

The company continually aspires to rejuvenate the economy and boost the



growth of our society by employing more skilled and unskilled workforce. In the course of the COVID-19 pandemic, the corporate office was shifted to the site location to gain command over operations. The company did not disrupt the employment of its personnel, which speaks volumes of its unwavering loyalty and commitment. The LTG Group continues to flourish on the cornerstone of Mr. Lakshmana's unmatched principles and expertise.

SALIENT ACCOMPLISHMENTS

Mr. Lakshmana's zeal for recasting business ideas into impeccable projects has empowered LTG to match the

best across the globe. Additionally, his individual caliber has been recognized by multifarious awards.

He is the recipient of the Indian Affairs Business Leadership Awards 2020 as India's Most Admired & Valuable Infrastructure Company 2020 by 11th India Leadership Conclave. The Indian Economic Development and Research Association also felicitated him with the 'Outstanding Achievement Award for Infrastructure Development'.



EMERGING

ASIA'S GREATEST LEADERS 2020-21



IRTIZA ALI MIRZA

BANKING ON QUALITY QUOTIENT

MR. IRTIZA ALI MIRZA IS THE CO-FOUNDER & CEO OF UBERCORP PROJECTS & UBERCORP INFRASTRUCTURE, ONE OF THE RENOWNED REAL ESTATE DEVELOPERS IN BENGALURU, THAT OFFERS MASTER PLANNING, ARCHITECTURE, AND INTERIOR DESIGN SERVICES. THE FIRM HAS DEVELOPED SOME ICONIC LANDMARKS UNDER HIS DYNAMIC LEADERSHIP

SETTING HIGH BENCHMARKS

Irtiza's involvement in the real estate sector spans nearly two and a half decades. To date, the leader has developed 70 projects totaling thousands of square feet of property. The UberCorp cofounder was previously responsible for planning, executing, and monitoring several residential and commercial development projects for an industry-leading developer.

The leader is always striving to establish a tradition of excellence in the organization. To that end, he has teamed up with some of the industry's brightest brains to bring his vision to life and provide customers with stunning spaces

in prominent locations, all built to the brand's high standards.

MOVING AHEAD IN A POSITIVE TRAJECTORY

Ubercorp has evolved and become more prominent in the Bengaluru real estate market under his leadership in just six years. Irtiza is also at the helm of developing projects in other parts of South India. The leader is passionate about designing living spaces tailored to

the needs of real people.

Under his able leadership, Ubercorp has set a new benchmark of excellence in the real estate industry. With projects coming up in different parts of South India, the firm is on a favorable trajectory, one that aligns with quality, design innovation, and high functionality. He is now focusing on expanding firm's legacy to other parts of India and soon hopes to take the world by storm with its signature quality, design, and luxury.

LEADING BY EXAMPLE

Irtiza displays the vital qualities of a role model. Leadership, for him, is always about taking responsibility and leading from the front. He believes that a true leader steps away from the spotlight to shine a light on others and steps forward to show the way during trying situations. Like a true leader, he considers it his primary responsibility to live up to his values and those of the brand.

KEEN EYE FOR DETAIL

Irtiza's keen eye for detail has been an asset for UberCorp Projects & UberCorp Infrastructure. He prioritizes quality and design at the core of his execution strategy. With meticulous attention to detail, he guarantees exceptional standards in all areas.

The customer-focused leader aims to build a brand focused on customer satisfaction and integrity. He is committed to quality, business ethics, and contemporary design, which equals intelligent and beautiful living spaces in urban Bengaluru.

A COMPASSIONATE LEADER

The generous entrepreneur upholds solid corporate values and believes in giving back to society by implementing several social responsibility initiatives. He also led the company in its efforts to help those in need during a time when the world was facing unprecedented challenges posed by the COVID-19.

STRIKING ACCOMPLISHMENTS

Irtiza's unwavering commitment and tireless efforts have helped earn the firm several prestigious awards and recognition across South India. Recently, UberCorp Projects and UberCorp Infrastructure has been honored with Economic Times Best Realty brands award for 2020-21. For him, success is defined by the in-depth knowledge he has accrued over the years, as well as the numerous valued relationships he has formed.

JAYANTH JAIN

A VISIONARY AND THOUGHTFUL ENTREPRENEUR

JAYANTH JAIN IS THE CO-FOUNDER, CEO, AND MD OF GM MODULAR, WHICH IS ONE OF INDIA'S LARGEST SWITCH AND ELECTRICAL FIRMS. THE COMPANY WAS FOUNDED BY MR. JAYANTH JAIN AND MR. RAMESH JAIN [CHAIRMAN-GM] IN 2002, WITH A VISION TO REVOLUTIONIZE HOME ELECTRICAL APPLIANCES IN THE COUNTRY

PRIORITIZING QUALITY

Having pursued a Bachelor in Commerce, Mr. Jayanth gained decades of expertise in switches and house electrical areas. He has touched the hearts and lives of millions by establishing a brand like GM that has created trustworthy products. The brand offers products that are excellent in design and easy to use. The six core values—Innovation, Integrity, Passion, Customer Focus, Teamwork, and Safety are the pillars of foundation that have always inspired the brand for growth and development. GM has become a successful brand due to Mr. Jayanth's foresight and vision. Under the guidance of Mr. Jayanth, GM has already introduced innovative products like LED lights, new generation switches, WiFi switches, fans, Bluetooth music players, pipes and fittings, and many more. The brand has plans to add more electrical products that will be accessible to everyone soon. The firm's leadership endeavors and business breakthroughs have made GM a leading player in the home electrical space.

Mr. Jayanth's exceptional efforts have made this company one of the most trusted brands among consumers and industry experts like architects, interior designers, lighting consultants, builders, and electricians. The company's in-house setup gives GM total control over product development. A standardized process also ensures that its products are of the highest quality. Under his supervision, the company has built a presence in Spain too, allowing consumers from all around Europe to get access to high quality electrical products. An astute entrepreneur, he has transformed the entire industry of home electrical & automation technology and made GM Modular an internationally known brand.

HIS VISION, ACHIEVEMENTS, AND GOALS

Mr. Jayanth has played a key role in helping GM Modular become the market leader in switches & household electrical accessories. Since the past two decades, he has worked with a clear vision to provide comfort & ease to every family. In India, Africa, and the Middle East, GM Modular has always been at the forefront of creating new products like WiFi switches & LED lights, resulting in a full basket of electrical items that caters to diverse residential & commercial demands. Mr. Jayanth now aims to offer his products globally. He is a true visionary & a thoughtful



entrepreneur who believes in solving the current needs of the customer through creative ideas.

FULFILLING SOCIAL RESPONSIBILITIES

Mr. Jayanth always had the vision of creating quality products sustainably. Staying true to this philosophy, GM Modular not only uses eco-friendly raw materials but also promotes local communities by encouraging grassroots initiatives. GM Modular is committed to helping under privileged children and women through its associations with Save The Children India and Araaish. Araaish has enriched the

lives of 200,000 people in the fields of education, health, voice training, and anti-human trafficking. Mr. Jayanth acted quickly when the COVID-19 pandemic began. Thus, GM Modular focused on producing goods such as UV sanitizers, sanitization boxes and masks, keeping in mind the needs of people during the pandemic. He works towards ensuring a high standard in the quality of products for each and every consumer.



KAPAL SURESH PANSARI

SPEARHEADING EXCELLENCE

KAPAL SURESH PANSARI IS THE DIRECTOR OF RP TECH INDIA (A DIVISION OF RASHI PERIPHERALS PVT. LTD.), WHICH IS RANKED AS THE LEADING B2B TECHNOLOGY SOLUTIONS COMPANY IN INDIA. A SECOND-GENERATION ENTREPRENEUR, KAPAL AIMS TO ESTABLISH RP TECH INDIA AS COUNTRY 'ONE STOP SHOP' FOR ALL IT REQUIREMENTS

BACKED BY RICH INDUSTRY KNOWLEDGE

Kapal completed B. Com. from NarseeMonjee Institute of Management Studies in 2004. He finished post-graduation in Entrepreneurship from S.P. Jain Institute of Management & Research in 2006. He has garnered rich experience by working in the Computer Hardware industry and is adept in Supply Chain Management, Product Management, Business Strategy, etc. He is the second-generation entrepreneur at RP tech next in line to his father Suresh Pansari (Co-founder and Director), who is a pioneer in shaping the technology channel business in India. A visionary leader, Kapal plans

to take the company to the next level of growth by diversifying its business into multiple profitable areas.

A STRONG AND ROBUST BUSINESS MODEL

Founded in 1989, RP tech India is an ISO 9001:2015 compliant organization that operates across four business verticals – Peripherals, Component, Networking & Personal Computing and market verticals like Online, Retail and Enterprise. The

company has been proudly serving 30+ renowned global brands including ASUS, Fitbit, Dell, SanDisk, & TP-Link to name a few. Kapal believes in implementing a 360-degree marketing approach to achieve a long term & inclusive growth. He preaches ethical business practices & a passion for excellence. He motivates his team to work at the highest business efficiency to realize the company's vision & goals.

HIS INSPIRATION AND GUIDING PHILOSOPHY

The humble beginnings in the company and spiritual inspiration from Sadhguru have helped him stay more grounded and focused. He believes that he is on a constant learning path and is continuously evolving as an empathetic leader.

CONTRIBUTING TOWARDS CSR

Kapal takes his responsibility towards society seriously and supports many initiatives through CSR. He backs causes that can find more long-term and self-sustaining solutions.. Some of these causes include better education to nurture young talent, easy access to high-quality healthcare in remote areas, agricultural education, and economic empowerment to improve the living standards of the underprivileged. To cope with the challenges posed by the prevailing Covid-19 pandemic, the management of the company retained the employees and did not cut down their regular salaries. The organization also contributed Rs. 51 lakh towards the PM Cares Fund and continues to service the healthcare, BFSI and IT sectors even during the lockdown.

GARNERING MULTIPLE AWARDS AND ACCOLADES

Kapal is the recipient of many prestigious awards for his remarkable initiatives that translated into outstanding growth of the company. He was recently conferred "India's Greatest Brands & Leaders 2020-21" by AsiaOne Magazine. He was also the recipient of the "Next Generation Award" by NCN. The Herald Global awarded him the "Most Admired Leader Award" and YE Forum recognized him with the "Young Entrepreneur of the Year Award." Under his leadership RP tech India has won many prestigious awards both by the media publications and its own vendors. Some of these are 'CRN Excellence Award 2020', 'VAR India Value Added Distributor Award 2020,' & 'Best National Distributor Award 2019' by Digital Terminal, 'National Award for Marketing Excellence 2018' by Times Network among others.

PRAKASH JAINDANI

AN INSPIRATIONAL FIGURE IN THE TRADING INDUSTRY

THE FOUNDER OF THE SGGS GROUP OF COMPANIES, MR. JAINDANI STARTED THE COMPANY WITH THE VISION OF TURNING IT INTO THE MOST POWERFUL TRADING GROUP. A LEADING TRADING SERVICE PROVIDER, THE GROUP HAS A WELL-ESTABLISHED NETWORK THROUGHOUT AFRICA AND THE GULF

MAKING CEASELESS EFFORTS FOR SUCCESS

With an optimistic approach, Mr. Jaindani established the conglomerate in the early 2000s. Within two decades, he overtook his competitors and the group rose to global prominence under his guidance. Thanks to Mr. Jaindani's expertise, SGGS is currently the fastest-growing company in Africa and the Middle East.

Through his involvement in a variety of businesses, Mr. Jaindani has created ripples in the trading sector. His group of companies deals in various commodities such as industrial raw material, textiles, rice, drinks, teak wood, incense sticks, gold, high-quality biscuits, confectionaries, and automotive lubricants. Imports and exports are not only restricted to Africa, as the company also does business in China, Vietnam, India, Nigeria, UAE, and Uganda. As part of its diverse portfolio, the company is also involved in petroleum derivatives including base oils and highly refined base oils from Group I, Group II, Group III, Group IV, and Group V.

A PROMINENT LEADER

An illustrious businessman, he is on the Board of Advisors of the DIFX Group. The company focuses on providing all-inclusive engineering, procurement, and construction (EPC) solutions. Another business concern is the Dubai-based real estate company, Blue Earth Real Estate LLC, which is an independent firm dealing in residential, commercial sales & rental properties in the UAE. One of the prime businesses of the company is the SAVE MORE SMARTLY Supermarket, which holds numerous groceries, FMCG, bakery, household, and butchery sections. In the UAE, the company has the distributorship of Empire Basmati Rice of Shri Lal Mahal Agro Products.

LEVERAGING TECHNOLOGY

He seeks to access new opportunities on the global and domestic platforms. Under his leadership, the organization aims to reach new altitudes in agricultural products, industrial raw material, chemicals, and bullion. An illustrious entrepreneur, Mr. Jaindani strives to maintain a reliable global trading company that will add sustainable value for its stakeholders and nourish its clients with excellent products.

He is committed to keeping himself updated on all the latest developments in the business world in order to propel the company to an unparalleled position. To take his success journey forward,



he stays associated with the platforms that give him access to niche verticals and allow him to emerge as a game-changer. He leaves no stone unturned when it comes to analyzing the market and equipping all his businesses in the best possible way. He promotes the use of cutting-edge technologies, which make advanced solutions possible. He keeps an eye on the processes. He ensures the clients receive exceptional service and the food products are intact when they reach the customer. As the company operates in the global market, packaging, labelling, and transportation are also crucial aspects for him. A believer in innovation, he is interested in R&D.

CERTIFIED BUSINESSES

The firm's products are appealing to customers around the world because of their exceptional quality. It follows stringent processes to maintain quality standards. Its high-quality confectioneries are approved by international bodies like the British Retail Consortium (BRC), Hazard Analysis Critical Control Point (HACCP), and Agricultural & Processed Food Products Export Department Authority (APEDA).



RAZA ALI MIRZA

LAYING A SOLID FOUNDATION FOR A SUSTAINABLE FUTURE

THE CEO OF HIGHLY ACCLAIMED COMPANIES NAMED UBERCORP PROJECTS L.L.P. & UBERCORP INFRASTRUCTURE L.L.P., RAZA ALI MIRZA HAS BEEN AT THE FOREFRONT OF EXTREMELY LUCRATIVE CORPORATE VENTURES. HIS NUMEROUS ACHIEVEMENTS ARE INDEED A GREAT INSPIRATION TO HIS EMPLOYEES AND PEERS

A CREATIVE VISIONARY

UberCorp's ultimate goal and vision is to offer luxurious yet reasonably priced infrastructure at aesthetic locations. Raza Ali Mirza's profound creative vision has helped his companies deliver exactly that through a process that helps facilitate an open work culture, delivery of excellence, organizational teamwork, and customer satisfaction.

His vast amount of experience and corporate expertise has allowed his business ventures to become massively successful. UberCorp Projects LLP and UberCorp Infrastructure LLP follow an integrated framework process that allows them to form strategic and mutually

beneficial partnerships that align with Raza Ali Mirza's creative vision.

WALKING HAND IN HAND WITH THE TEAM

Raza Ali Mirza is known for his focus on corporate social responsibility, leadership style, and goodwill. He is known for his emphasis on trustworthiness and communication with his employees from all walks of life. His ability to deal with adverse circumstances and embrace

change with agility and flexibility has allowed his business ventures to be massively successful. Furthermore, Raza Ali Mirza believes that communicating regularly with customers, employees, vendors, partners, and other stakeholders is the key to organizational harmony.

His story has also been one of dedication and sheer hard work. At the tender age of 17, he started his career in the construction industry; he was put in charge of supervising the allocation of raw materials for a real estate firm. As the years went by, he became the CEO of the same company.

Today, as the CEO of UberCorp Projects L.L.P. and UberCorp Infrastructure L.L.P., Raza Ali Mirza utilizes his prior experience effectively. In addition to his corporate duties and accomplishments, he actively aims to help different social communities improve sanitization, hygiene, health, and education by providing resources and opportunities through his companies' Corporate Social Responsibility (CSR) initiatives. UberCorp Projects L.L.P. and UberCorp Infrastructure L.L.P. also prioritize environmental issues and highly promote eco-friendly living as well as sustainable construction methods and technology.

A THOROUGH LEADER

An adept leader plays a significant role in the success of a corporate business. Raza Ali Mirza's leadership philosophy is all about creating a clear organizational vision and communicating it with all parties involved.

Furthermore, a defining aspect of his leadership skills is his ability to strategically take risks and take the road less traveled to ultimately bring people together and share a higher purpose. He believes in taking responsibility for his employees, valuing his stakeholders' interests, being a source of positivity for his organization, and respecting customer relationships.

ACCOLADES & ACHIEVEMENTS

Raza Ali Mirza has received numerous accolades and awards for his commitment to effective leadership and corporate success. Over the years, both Raza Ali Mirza and the companies he represents have received innumerable accolades for innovation and success. During the last year alone, he has been presented with the Economic Times Award for Best Realty Brands 2020-2021.

These accolades truly personify his creative vision and quest of attaining excellence in the realty sector.



SAFWAN SOBHAN

MAKING BANGLADESH'S FUTURE BRIGHTER

MR. SAFWAN SOBHAN IS THE VICE CHAIRMAN OF BASHUNDHARA GROUP, ONE OF THE LARGEST CONGLOMERATES IN BANGLADESH. HE IS A VISIONARY AND AN EXPERIENCED LEADER WHO HAS BEEN EFFICIENTLY WORKING DAY AND NIGHT FOR THE GROWTH AND PROSPERITY OF THE NATION

CARRYING FORWARD THE LEGACY OF EXCELLENCE

Mr. Safwan graduated in Business Studies from American Inter Continental University and went on to become a successful industrial entrepreneur in Bangladesh. His father, Mr. Ahmed Akbar Sobhan (Founder and Chairman of Bashundhara Group) has always been his inspiration right from the start. Mr. Safwan is a future-focused and determined leader, who always tries to find productive and efficient ways to manage tough situations wisely and timely. He is currently engaged in leading the 'Digital Liberation' movement by transforming the organization and its people for growth through cutting-edge innovation and sustainable employment opportunities.

LEADING FROM THE FRONT

Under his able leadership, Bashundhara Group has successfully implemented a well-designed corporate management structure with clearly-defined goals and responsibilities for efficient management of multiple projects. His unparalleled efforts have made Bashundhara Group, the largest industrial & business conglomerate in Bangladesh. It is being operated across 28 different industries and includes Bashundhara Paper Mills Ltd (BPML), Bashundhara Multi Trading Ltd (BMTL), Bashundhara Housing, Bashundhara Food & Beverage Industries Ltd. (BFBIL), Bashundhara Amusement Park Ltd. (BAPL), Bashundhara Cement Industries Ltd (BCIL), East West Media Group Ltd. (EWMGL), Bashundhara City Development Ltd. (BCDL), Toggi Shipping & Logistics Ltd., Toggi IT Services Ltd. & so on. He values self-discipline and possesses excellent communication and leadership skills. He believes in an open communication approach, providing an environment that facilitates 'continuous learning,' employee empowerment through delegation of work/authority and tracking of accountability.

AWARDS AND ACCOLADES

He has received the "CIP (Commercially Important Person)" badge for the year 2017-18 from the Govt. of Bangladesh. Many of his ventures have also been felicitated with accolades- like "Superbrands 2018" for Bashundhara Paper, "Superbrands 2020-21" for Bashundhara Paper, Bashundhara Tissue & Bashundhara Diapant; also "Best Brand Award" consecutively 3 times in 2018, 2019, 2020 for Bashundhara Tissue.



CONTRIBUTING TO SOCIAL WELFARE

He believes that it is the sacred duty and the top-most priority of every firm to give back to society and uplift underprivileged communities. Hence, all the ventures of Bashundhara Group support the call for humanity. Under his leadership, the Group undertakes many CSR initiatives all year round. To begin with, a certain percentage of every piece of tissue and paper products they sell goes for the development of the Autistic Children School, which is run by Bashundhara Special Children Foundation for the underprivileged. The Group is the leading patron of sports initiatives for the youth in Bangladesh. It

successfully runs various franchise clubs for Hockey, Soccer, & Cricket under local team Bashundhara Kings, Lt. Sheikh Jamal Dhanmondi Club Limited, Sheikh Russel Krira Chakra, franchise Cricket Team "Rangpur Riders" in Bangladesh Premier League and more. In the areas of health and technology, they have established the Bashundhara Technical Institute (BTI) and the Bashundhara Eye-Hospital and Research Institute besides the Bashundhara Foundation to fulfil their CSR commitments.



It is a widely known fact that only those societies, industries and economies thrive and prosper that advocate for gender equality and offer equal opportunities to everyone. With women taking lead in every sphere of life, it is a collective triumph for the whole humanity. Every successful woman inspires the entire womenkind to break barriers and move & think freely to achieve what was unattainable or unthinkable hitherto. Capable of the architecting world a better place, AsiaOne Magazine celebrates the commitment, passion, courage, and confidence of some of the exceptional women who led the business world by horns and acknowledges the invincible potential of these change-makers who deserve our esteemed AsiaOne BlackSwan Women Empowerment Entrepreneurs Awards



Black Swan Women Entrepreneurs 2020-21



“DONNING MANY HATS WITH ÉLAN, SHE IS A LIVING LEGEND, WHOSE LIFE IS AN INSPIRATION FOR ONE & ALL”



SAVITRI JINDAL

LEADING THE WAY THROUGH HUMANITY AND COMPASSION

The Chairperson Emeritus, OP Jindal Group, Smt. Savitri Jindal is not only renowned in Haryana and India but in the whole world as a popular leader. She has led with grace the life of a successful wife, a successful mother, a successful politician as well as a successful entrepreneur

Even though all of her four sons are successful businessmen, they are rooted in values and their philosophy of life is of Gandhism – simplicity is their special identity. She has also successfully handled the responsibility of Ministry of Revenue and Urban Local Bodies in Haryana, in the past. She is contributing to the field of education as the Chancellor of Jain Vishwabharati, Ladnun, Rajasthan. Her role as the President of Maharaja Agrasen Medical College, Agroha, a symbol of medical service in Southern Haryana, is being appreciated far and wide. A philanthropist to the core, she is extremely passionate about serving the society. Donning many hats with élan, Smt. Savitri Jindal is a living legend, whose life is an inspiration for one and all!

HER JOURNEY FROM HOME TO THE WORLD

She has played an important role in taking Jindal Group to great heights and swiftly evolved from being a successful housewife to

a successful entrepreneur, after the demise of her husband Shri OP Jindal ji in a plane crash. “He had an amazing ability to take everyone along, so taking inspiration from him; I played my part as a link – both with the kids and also with the Hisar-Haryana family. I am very proud of my children, who have not only successfully handled the business following the path shown by Jindal Sahib but are also living together lovingly and operating their business and family together. In today’s environment it is difficult for two brothers to live together but it is a big thing for us that all my children are living together with love. Jindal Sahib also thought that everyone should live together and our children respected his wish. We are all together. In my view, love and mutual trust are the keys to success,” she asserts.

GROUNDING IN VALUES

For her, knowledge, hard work, honesty, patience, mutual love and trust are the basic formulas for success in business. Just like her husband, she believes in treating the

employees as her family members and has imbibed the same values in her children. She believes that if business is done with hard work and honesty, then one is sure to succeed.

DEDICATED TO SOCIAL WELFARE

As a child, she has seen her grandfather, parents, uncles and aunts and both brothers and sisters extending a helping hand to the needy. Her husband was also a great philanthropist. He laid great emphasis on education because he believed that education is the right way to attain prosperity. Education and Health & Wellness are subjects that are very close to her heart. “I would also like to share one thing that wherever we have factories, we have built schools, colleges, and hospitals for the kids of workers so that they can study. Our main aim is that they should learn employability skills so that they may get employment after completion of their studies,” she emphasizes.

Vidyadevi Jindal Residential School, OP Jindal School, OP Jindal Global University, OP Jindal University-Raigarh, OP Jindal Community College are some of the initiatives through which she is trying to promote the talents of the country. Similarly, Acharya Shri Mahashraman ji has entrusted her with the responsibility of being the Chancellor of Jain Vishwabharati, which she has been trying to fulfil sincerely. As far as health is concerned, right now her focus is on the development of Maharaja Agrasen Medical College, Agroha. Under her leadership, the team did a commendable job during the COVID-19 pandemic.

A Commerce graduate from Delhi University's prestigious Hindu College, Aditi also holds a post graduate degree in International Business Management from the Fore School of Management. In addition, she is an IATA-certified professional and has completed corporate training in Nottingham, England.

She belongs to a business family in Delhi and is married into an industrialist family in Jodhpur, Rajasthan. With such a deep-rooted business background, Aditi had business adeptness and entrepreneurial skills inculcated in her since a young age. Contributing to her family business, Aditi has dabbled in myriad roles, donning various hats in diverse fields such as shipping, travel and logistics. A keen learner, Aditi took up online courses from Harvard Business School to further refurbish her business sensibilities. The insights she learnt while pursuing MBA have helped her achieve greater heights in the ever-dynamic Indian fashion industry.

She possesses enriching experience in managerial positions. From her first job at the Thar Dry Port to working in the hospitality industry in Jodhpur, Aditi's experience in varied fields opened a world of opportunities for her. But Aditi chose to hold on to her dreams of carving a niche in the fashion industry. Eventually, after working for 12 long years in the corporate sector, she moved on to cherish her dreams by launching her multi-designer store named TESORI in 2013.

LIVING THE DREAM

With a dream to create a platform for the most preferred Indian designer outfits, thereby making luxury fashion affordable and easily accessible, she launched a fashion store in Ahmedabad in 2013. It brought multiple talented designers under one roof. By organizing sophisticated trunk shows and large format luxury showcases, she became a prominent name in the city's fashion circle. Her massive success as a fashion curator in Ahmedabad drove her to launch The Fashion Edit (TFE). The vibrant new online fashion store has a widespread reach and followers from all over the country.

Being someone who always wanted to craft a name for herself, Aditi realises the importance of timely opportunities for new people to grow. In line with this thought, she has introduced a platform called the White Lily. It endorses the works of the talented upcoming designers and provides them a platform to showcase

their designer outfits in Ahmedabad.

Her venture, The Fashion Edit, aims at giving center stage to the exquisite combination of evergreen Indian heritage and contemporary fashion trends. Her initiative aligns with the 'Make in India' campaign too. This year TFE has also gone international by expanding its base to Singapore.

REMARKABLE ACHIEVEMENTS

Due to her unrelenting efforts and business acumen, she has been conferred with the Udgam Women Achiever Awards 2020 and the Most Admired Global Indian 2020 by Passion Vista. Her overall contributions and endeavors to bring about a change in the Indian fashion scene have been well awarded and recognized by one and all.

Lately, Aditi has been handling multiple key roles that include EO spousal chair 2019-2020 for Gujarat. She has also been associated with the Young FICCI Ladies Organization as its Founder-Chairperson in Ahmedabad.

ADITI PAREKH

POPULARISING LUXURY FASHION

Aditi is the founder of The Fashion Edit, a one-stop e-commerce website that showcases the works of renowned Indian fashion designers. Started 7 years ago in Ahmedabad, Gujarat, she launched her brand at a prestigious trunk show, which featured some of the best designers



“HER SUCCESS AS A FASHION CURATOR DROVE HER TO LAUNCH THE FASHION EDIT”



**“SHE WON
THE TIMES
OF INDIA’S
‘THE BEST
RESTAURATEUR
OF THE YEAR
2021’ AWARD”**



APARNA GORREPATI

BRINGING SWEETNESS INTO YOUR LIFE

One of the finest chocolatiers in the country, Ms. Gorrepati has dexterously mastered the art of chocolate making. She moulded her lifelong passion for the culinary arts with the training she received from the best in the business to bring to life her entrepreneurial dream – ZUCI Chocolates

Ms. Gorrepati has been driving the vision of ZUCI Chocolates as the first exclusive chocolatier in Hyderabad. An alumnus of the Chocolate Academy (Belgium) and the Ecole Nationale Supérieure de Pâtisserie (ENSP, France), she has extensive experience of over 13 years in diverse cuisines. Born out of her untiring passion, knowledge and experience, Ms. Gorrepati's venture is a natural manifestation of her skills, dreams and vision for excellence. Derived from the Sanskrit word Shuchi (Pure), ZUCI Chocolates is true to its name as it offers its customers the purest of products made from the best ingredients sourced from across the globe. In addition, it also delivers a finely curated chocolate and artisanal bakery experience to its customers.

BRAVING ALL ODDS

Established just before the country went into lockdown in 2020, she meticulously laid out plans and created a business model, all of which hit a massive roadblock

within a month of the ZUCI Chocolate Studio's launch. During the launch, she had multitasked as a leader, visionary, decision-maker and manager as well as finalized menus and recipes. The pandemic and subsequent lockdown had turned everything topsy-turvy but like a true fighter, Ms. Gorrepati reworked business strategies, adapted and courageously held her ground. She kept her excellent team motivated and focused on her core vision of offering nothing but the best to her customers and created exclusive ZUCI experiences that left them wanting for more. She had to change her business model from a walk-in to a direct-to-customer one. The priceless life lessons during this initial rough experience have taught the team to set a high bar for performance, focus on customer interactions and feedback.

AN ATTITUDE FOR EXCELLENCE

Her formal training and certification from internationally reputed institutes, working with Master Chefs and interning with the

world's best chocolatiers, has helped her excel in the art of chocolate making. She maintains a strict quality and freshness policy. She has a production setup that uses the latest technology and equipment, as well as a team of world-class experts who help her create small batches of the best and most flavorful products for its customers.

The ZUCI portfolio covers an extensive range of Truffles, Bonbons and Dragees along with other chocolate products. They also make artisanal bread including sourdough, focaccia, and flavor-infused breads along with the most extensive range of desserts available in Hyderabad. There is something for everyone, every palate and every age group. She has also incorporated a flagship studio and café at Hyderabad, which offers the most delicious F&B range along with the entire range of ZUCI products.

AWARDS AND RECOGNITION

She has been awarded 'The Best Restaurateur of the Year 2021' by the Times of India – Food and Nightlife Awards. Her flagship venture Artisanal Chocolate Studio and Café has also been recognized as the 'Best Restaurant of the Year 2021.' This is a well-deserved award, which is going to pave the path for future accolades and milestones. Her multiple accolades within a short span is a testament to her fine skills, foresighted vision and dedicated efforts.

Veena completed Bachelor of Commerce from BMCC Pune in 2015 and Chartered Accountancy in 2019. She has been associated with Dahotre & Dahotre Chartered Accountants as Associate Partner since 2019. Her life inspiration has always been her family and maternal grandfather who encouraged her to read books, pick up good qualities and skills, and keep evolving as a person and a true professional day-by-day.

BRINGING HER COMPANY'S VISION TO REALITY

Veena believes that a true leader inspires others to follow the right path and guides them to emerge as new leaders. She has always worked hard towards earning the leadership role that she proudly fulfils today. She is appreciative and empathetic towards her team, and also believes in creating a healthy and disciplined yet competitive work environment for maximum results. She is an inspiring leader who nurtures team spirit and supervises the overall operations of the company.

The high point in her career has been to remotely manage the entire team operating from different parts of the country successfully during the pandemic. Under her synchronized efforts, the company proactively supported the new ways of working and the IT team also lends a helping hand in familiarizing everyone with the new processes. Under her guidance, the company was able to grow even during the COVID-19 crisis.

SPEARHEADING A DEDICATED TEAM OF PROFESSIONALS

Veena believes that the company's guiding principles – Innovation, Teamwork, Integrity, Respect and Achievement – have been the keys to achieving the company's vision and developing a safe, satisfying and fun work culture that they're proud of. She values her team's contributions and rewards their efforts from time-to-time.

She ensures that the highest-quality service is delivered to her clients through goal-setting sessions, understanding their requirements, raising finances and timely complying with various laws to align them with the market. Besides, a special CRM is used for team management and research purposes.

VALUING VALUES

Veena emphasizes that inculcating good values in the youth through education and awareness can make a huge difference. She is of the view that strong education

support can help turn the youth of India into responsible citizens who truly understand the meaning of social responsibilities and don't shy away from fulfilling them. Under her exemplary leadership, the firm has adopted technology-friendly practices, and the tech teams have devised specific procedures, practices and systems for faster approvals and controls, Segregation of Duties (SoDs) coupled with strong review mechanisms to avoid potential frauds within the company, and to improve accuracy. These are just a few among the many steps taken by the company to maintain good corporate governance and improve customer satisfaction.

For the short-term and long-term growth of the company, Veena wishes to make a difference in the lives of ordinary people by making financial issues and financial compliances stress-free and easier to deal with. Under her able guidance, the company is already on the road towards rapid growth, and envisions expanding its network both domestically and internationally.

CA VEENA ABHAYKUMAR DAHOTRE

EMPOWERING PEOPLE THROUGH FINANCIAL FREEDOM

Amidst the COVID-19 pandemic, financial growth and security have become necessities. In this context, Veena (Associate Partner at Dahotre & Dahotre Chartered Accountants) has been guiding people to set & achieve financial goals & be equally focused on investments and saving



**“UNDER HER
GUIDANCE, THE
FIRM WAS ABLE
TO GROW EVEN
DURING THE
COVID-19 CRISIS”**



“DEEKSHA BELIEVES THAT INSPIRATION IS EVERYWHERE; ONE JUST NEEDS TO LOOK AROUND FOR IT”



DEEKSHA S KUMAR

SCRIPTING AN INCREDIBLE SUCCESS STORY

Leading the way with élan, Deeksha S Kumar's exceptional business acumen & dedication has earned her the position of a Managing Director at a young age. Having successfully transformed Sparsh Foods India Private Limited, she stands tall with a praiseworthy & inspiring journey behind her

As a leader, Deeksha is well-known for maintaining a fine balance between authority and empathy. Holding on to employee welfare as one of the primary business ethics, she always stands by her team and offers them the guidance whenever required. Always ready to lend an ear and offer help, she is a source of support for her employees and therefore, has been able to make the most of their abilities to ensure enhanced productivity. The result has been shining bright with the majestic success of Sparsh Foods. Her approach is directed towards achieving two objectives — employee satisfaction and the trust of customers through dedicated endeavors.

ADMIRABLE PATIENCE AND PERSEVERANCE

Being a woman-entrepreneur, Deeksha has had to face challenges in the male-dominated corporate world. However, she knew that the terrain is bound to be a bit turbulent and was prepared to achieve her dreams

no matter what. Deeksha moved ahead with confidence and diligence and took all the challenges in her stride, overcoming them one by one. Tactfully dealing with the abrupt and unexpected situations, she has actively been instrumental in generating favorable results for the company.

DRAWING INSPIRATION

Aiming for a sustainable and well-rounded business, Deeksha has not shied away from taking inspiration from other women leaders who have excelled in their respective careers and fields. Be it the woman officer in the army or a police constable carrying out her duties while taking care of a young baby, Deeksha believes that inspiration is everywhere; one just needs to look around for it. Besides, Sudha Murthy and J.K. Rowling are among the women achievers who have inspired her since she was young.

CSR AND BEST PRACTICES

Despite the pandemic creating chaos all around, Deeksha takes pride in the fact that

her enterprise has responsibly taken care of its employees, collected adequate funds for society welfare, and created a better environment. Without any pay-cuts and layoffs, the company has consistently rolled out payments for all its employees. Paid leaves, provision of medical facilities and insurance cover for COVID-19 treatment were all duly ensured.

Showing excellence in corporate governance, she maintains transparency within the team, stands up for the lows, and delegates work evenly to ensure maximum efficiency and proficiency in all tasks. Rather than strictly going by division of power in the corporate hierarchy, she believes that in times of taking crucial decisions, all the team members play an important role and each employee's opinion count, irrespective of their designation.

AWARDS AND RECOGNITION RECEIVED

Various business firms have recognized Deeksha's prominent contribution and her devotion towards her work. Some of the prestigious awards she has received include the Times Business Award 2018 in the MSME sector and Times Power Women Award 2019 - Young Entrepreneur. She has also been felicitated with the Karnataka's Leading Women Award - 2019 (Business Category) and the Times Business Award - 2020 (Emerging Women Entrepreneur Category).

An MD in Obstetrics & Gynaecology and honoured by the Royal College of Obstetrics and Gynaecology as a Fellow of the Royal College of Obstetrics and Gynaecology (FRCOG), Dr. Shah currently practices at Gynaecworld, Breach Candy and Jaslok Hospital, Mumbai. Additionally, as the Founder of Women's Empowerment Foundation, she is an advocate for women's health and rights; the leader has spearheaded several successful initiatives in women's health, which have benefitted millions of girls and women in India. Her overarching goals are to empower Indian women.

CHILDHOOD DREAM MATERIALIZED

Dr. Shah's first true love and greatest dream as a 6-year-old, was medicine, which led her to earn an MD degree in Obstetrics and Gynecology from Mumbai University with honors and medals. It was here that she first met disadvantaged women with diverse reproductive disorders, which could have been prevented, which stirred the thoughts of preventive health. She chose to work in free government hospitals for another 5 years, gaining additional expertise whilst operating on patients independently. Her instinctive interest in staying updated with the latest breakthroughs and emerging trends in her domain, has contributed to her success as Director of an IVF Center and Women's Health Center at "Gynaecworld" in Mumbai.

AN EMINENT ACADEMICIAN

Dr. Shah is also engaged in academia; the leader has almost 100 publications to her credit. She also serves on the editorial boards of the Journal "TOG" of the Royal

College of Obstetricians and Gynecologists, the International Menopause Society's "Climacteric" and the GREM Journal of the International Society of Gynecological Endocrinology. In the professional space, as President of various professional organizations like FOGSI ISAR, IMS, ICOG, PCOS Society of India, she has reached out to millions of physicians with educational content & lectures to promote knowledge in the subject.

IMPROVING THE LIVES OF WOMEN

On the social front, she has successfully campaigned for including Reproductive and Sexual Health of Adolescents (ARSH) in the school curriculum, involving the private sector to reduce maternal mortality in rural areas and including infertility in health insurance programs. She has focused her attention on gender violence and empowerment of women through her NGO "The Women Empowerment Foundation". In today's digital world, she has upgraded her program on ARSH into an App called "TooShytoAsk" which is offered free of cost to the youth, to know more about their

reproductive health, hoping that they make healthier adults leading to a healthier nation.

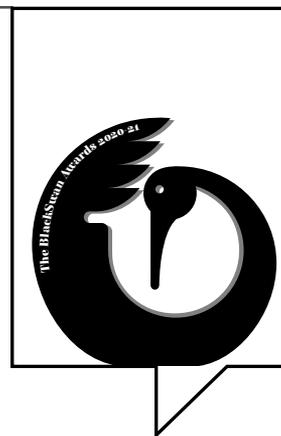
GLORIOUS ACHIEVEMENTS

She is the first and only Indian to receive FIGO's (the International Federation of Gynecology and Obstetrics) "Distinguished Merit Award" for service to women's health. Thousands of gynecologists from all over the world listened to her acceptance speech during the opening ceremony of the World Conference of FIGO in 2012, where she opened her speech with "I come from the land of Mahatma Gandhi". She has recently been awarded the "Mahatma Award 2021" for social responsibilities and gender equality. Dr. Shah has been honored with the "ICOG VidyaBhushan Award" for her distinguished work in medical education by the Indian College of Obstetricians & Gynecologists (ICOG). She has also received the "Presidential Recognition Award" from the International Menopause Society (IMS) for her outstanding service to the Society, and the "OPPI Recognition Award" by Minister of State Smt. Anupriya Patel for outstanding contribution to women's health.

DR. DURU SHAH

A POWERFUL ROLE MODEL

Dr. Duru Shah, the Founder Trustee of the "Women's Empowerment Foundation" (WE Foundation), is a renowned gynecologist and obstetrician based in Mumbai. Over the past 20 years, she has received adequate public recognition and acclaim for her advocacy of women's empowerment and women's health



**"SHE HAS
SPEARHEADED MANY
INITIATIVES IN
WOMEN'S HEALTH
& SOCIAL WELFARE
PROGRAMS TO
EMPOWER WOMEN"**



**“SHE SHARES
HER KNOWLEDGE
& EXPERIENCE
AS A MEMBER
OF VARIOUS
INDUSTRY
BODIES”**



DR. MAMTA BINANI

AT THE TOP OF HER GAME

With her unwavering focus, Dr. (h.c.) Adv Mamta Binani has earned the unique distinction of being India's 1st Insolvency Professional. She has also held the coveted position of the President of the Institute of Company Secretaries of India (ICSI) in the past

Dr. Binani's versatile career and affiliations have inspired umpteen aspirants. At present, she serves as a fellow member of the ICSI and heads numerous boards as an Independent Director. Being her own boss was a dream that she triumphantly manifested through her arduous efforts and merit. She credits her family for the name and space she possesses at present, as they have consistently embraced her ambitions.

SCHOLARLY DISTINCTION

Dr. Binani is the epitome of calibre and virtue. As a Law and Commerce Graduate, her inclinations and perseverance helped her come to light as an established Company Secretary and Lawyer. She secured the All-India 1st rank in the Intermediate Examinations of The Institute of Company Secretaries of India, amongst all the lady candidates in India and ranked 14th on an All-India Basis.

She has exemplarily steered diverse business portfolios from the genesis of its

planning to the execution stage. Facilitating programmes and speaking on interpersonal and communication skills is her forte. She conducts training in soft skills up to Chief Managerial level and serves as an empanelled trainer for ICICI Bank Limited.

MULTIPLE AFFILIATIONS

Dr. Binani shares her knowledge and experience as a member of various industry bodies. Her honorary membership in diverse industry bodies and associations exhibits her tenacity and ardour for leadership. She was the Chairperson of the Eastern India Regional Council of the ICSI in 2010 and served as the Vice President of ICSI in 2015. Over the years, she has held positions in esteemed chambers of Commerce, NGOs and Professional Associations. She is also a member of the International Women's Insolvency and Restructuring Confederation. She is the Executive Committee Member of INSOL India, All India Federation of Tax Practitioners, Direct Tax Practitioners'

Association and Views Exchange CA Study Circle, Kolkata. Additionally, Dr. Binani is the Vice-President of Calcutta Citizens' Initiative, Shikshan Kendra, Maheshwari Sabha and Lions Club of Mother Teresa Sarani in Kolkata.

SPLENDID ACCOMPLISHMENTS

Dr. Binani has been recognized with multiple accolades at reputed platforms. She was honoured with the 'Doctor of Excellence' certificate in Honoris Causa for excellence in the field of Management. For exceptional academic performance, she was awarded with the 'D.L. Majumdar's Silver Medal' and 'Mauji Ram Memorial Award' by ICSI. She was given the 'Women Excellence Award' by the World Peace and Diplomacy Organization for Women Empowerment and SDGs. She is the 1st Company Secretary to be conferred with the 'Bharat Nirman Award' for Excellence in Professional Services in 2010 and the 'KKMERS Award' for Excellence in Profession. In 2010, she was awarded the 'Tejaswini Award' for sizable beneficence in the Social Sector and Women Empowerment. As a result of her remarkable contribution in the social vertical, she was conferred with the 'Hello Kolkata Award.' In addition to an illustrious list of accolades, 'Wah Zindagi' made a telefilm on YouTube that portrays the voyage of her life.

Dr. Sridhar aims at offering ethical service and improving the standards of palliative care in India. She opines that India's palliative care scenario is transforming dramatically; therefore the leaders in this sector have to gear up to evolve accordingly. After having graduated from Sri Ramachandra University in 1992, she has been practicing as the Medical Director & Founder of RMD Nursing Home for over 25 years. Apart from providing medical care at RMD Nursing Home, she currently looks after the administration of the 120-bedded healthcare facility in four different locations at Chennai, Sriperumbudur, and Madurai. She is also the Founder Medical Director of RMD Specialties Hospital, a 50-bedded hospital that offers oncology, palliative, and geriatric care services at Amarambedu, Kundrathar, & Sriperumbudur District. Through RMD Pain Relief & Palliative Care Trust, she offers palliative and hospice services to patients from low socioeconomic backgrounds. Moreover, to make palliative care viable in India, she regularly conducts sensitization and training programs for healthcare workers to integrate pain management, palliative care, and geriatric care with hospitals. What's more, the patients and their attendants are provided with a welcoming and relaxed environment to ensure that they get the best care.

PROVIDING BETTER LIVELIHOODS TO THE NEEDY

Dr. Sridhar is the daughter of Mr. Ram Dave,

the ex-Sheriff of Madras who was also a renowned philanthropist. Right from her childhood, she was exposed to philanthropic activities that inspired her to pursue her own philanthropic ventures as she grew up. Dr. Sridhar has been taking regular initiatives to train rural as well as urban youngsters from socio-economically disadvantaged families so as to employ them as caregivers and geriatric nurses. Under her guidance, women from rural parts of Tamil Nadu are educated, trained, and absorbed immediately in hospices and other palliative centers so that they can find their feet and become financially independent. Dr. Sridhar is a member of the Women Empowerment Forum. She is a strong advocate for gender equality and women's empowerment. Moreover, as a member of the Anti-women Domestic Violence Association, she takes measures to assist women who suffer silently in their homes. Other than spreading palliative and hospice care awareness, she regularly participates in CSR activities such as cancer awareness, Pink Movement, AIDS

awareness, the Anti-tobacco movement, and much more.

REMARKABLE ACHIEVEMENTS

Dr. Sridhar is the winner of many awards and accolades including the Mayan Award for Health and Fashion from Hon'ble Dr. Kiran Bedi (the ex-Governor of Puducherry), Vasavi Ugadi Puraskar Award for exemplary contribution to society and humanity, Rajiv Gandhi Excellence Award for Outstanding Achievement, Justice Dr. K. S. Sanjivi Award for Home Care and Elderly Patients Care Service in 2016, Spirit of Humanity Award 2015 for contribution in the field of livelihood, Global Achievers Award 2015 for Excellent Performance and Outstanding Contribution for the Progress of the Nation and the World, among others.

She has been dedicatedly contributing as a faculty in the Indian Association of Palliative Care, Umaiyal Achi College of Nursing, Sri Ramachandra Medical Centre, Balaji Nursing College, MAC Nursing College, and Skill Development MES Course, among others.

DR. REPUBLICA SRIDHAR

MAKING PALLIATIVE CARE AFFORDABLE FOR ALL

A renowned Family and Palliative Care Physician, Dr. Republica Sridhar is the Founder of RMD Pain Relief & Palliative Care Trust. Under her exemplary leadership, the healthcare facility offers high-quality pain relief and palliative care to terminally ill patients and their families



“DR. SRIDHAR AIMS AT IMPROVING THE STANDARDS OF PALLIATIVE CARE IN INDIA”



**“SHE HAS
DESIGNED
CAPACITY
BUILDING
PROGRAMMES
FOR 4 MILLION
INDIAN WOMEN”**



DR. VIDYA SRAVANTHI

SERVING THE NATION WITH UTMOST DEDICATION

A renowned personality in the education sector in Hyderabad, Dr. Vidya Sravanthi has founded 5 successful educational institutions. Her outstanding contributions to the fields of education and women empowerment are noteworthy

Dr. Vidya Sravanthi is the Founder and Principal of the Reqelford International School, Hyderabad. She has founded educational institutions in Hyderabad, affiliated to the SSC, CBSE, and IGCSE boards. She is also a member of the Board of some reputable educational institutions. Currently, she fulfils her role as the Head of the CBSE Cluster Schools in Hyderabad.

Thanks to her several years of experience in the field of education, the institutions led by Dr. Sravanthi have been able to tide over the ongoing COVID-19 pandemic comfortably. Institutional Online Student Portals have been made more efficient. Student Assessments, Virtual Experiments, Online Interactive Sessions, and other webinars and workshops have been held to ensure open communication between the teaching staff and the students. In addition to online teaching, the institutions have also made it a point to conduct creativity and fitness sessions to nurture students' talents. Motivational lectures were also

organised for students and parents. She has also taken great interest to ensure that the morale of students and teachers remains high.

COMMITTED TO SOCIAL WELFARE

Dr. Sravanthi is a skilled leader with experience in working at the grassroots level as well as the management level of organizations. She ensures research and development are established as an important part of educational processes. She also works towards tailoring the curriculum and syllabus to contribute to the holistic development of her students. Her aim is to create a conducive environment that encourages students to be lifelong learners. Dr. Sravanthi has always been passionate about teaching. She started her first institution, St. Peter's Model School, for students from average and middle-income families. Even now, CSR is a vital part of the institutions founded by her and she makes it a point to reach out to students from underprivileged backgrounds with

educational kits and monetary assistance.

She has been an active figure in the women empowerment efforts in the country. She has been associated with various microfinance institutions for over a decade now and has participated in designing the capacity building programmes for nearly 4 million Indian women.

She helped the underprivileged people in Hyderabad by donating groceries, blankets, and other provisions during the COVID-19 pandemic.

GARNERING NUMEROUS AWARDS & ACCOLADES

Dr. Sravanthi has received a variety of accolades for her work in the education field. In 2019, she received the Education Stalwart Award from Education Today. She was also presented with the FAPCII Award for Outstanding Contribution for Welfare of Society. For her entrepreneurial brilliance, she was presented with the International Achievers Award for Business Excellence.

Under her leadership, Reqelford International School bagged the British Council-conferred International School Award for the third consecutive year in a row for 2019-20. Reqelford International School has also received the first rank for being the Top Day-Cum-Boarding School by Education Today, along with a top rank in the Individual Attention to Students category. In the Preschool segment, the school was ranked second in the North Zone by the Times Group.

A member of ACCA since 2004, Ms. Fazeela possesses over 18 years of experience in accounting and finance. Her mission is to increase the awareness of the importance that highly trained accountants bring to companies and economies across the world.

EARLY LIFE

Ms. Fazeela, who was born and raised in the UK, completed her Bachelor's degree and MBA from the University of Birmingham and the University of Strathclyde, respectively. Before moving to the UAE, she managed and operated an accounting firm in the UK, where she offered specialised financial services to a variety of clients. She was also a Senior Manager at PwC in Dubai.

It's no surprise that accounting is in her blood, thanks to her father, who was an ACCA member and ran a successful accounting practice in the UK, offering professional financial services to a wide range of customers, including private individuals, small companies, and large corporations. She decided to follow his footsteps as she grew up. The determined leader was constantly mindful of the ACCA qualification from an early age.

THE CONVERSATION STARTER

Ms. Fazeela's role is to act as a conversation starter, to make people aware about the critical role that accountants play in businesses and economies, especially in the Middle East, through the implementation

of VAT, IFRS changes, the incorporation of Islamic finance, business sustainability, and much more. Her position entails managing and developing strategic relationships with regulators, business leaders, stakeholders, and the ACCA Middle East stakeholder network in order to influence dialogue and discussion about key issues affecting the region's ongoing economic growth.

FORGING KEY PARTNERSHIPS

Ms. Fazeela collaborates with a variety of educational institutions and government agencies in the region to help new generations recognise not only the value of the pandemic-proof profession, but also the critical role that a professionally trained accountant plays in the development of economies.

CONSTANTLY MOTIVATING YOUNGSTERS

With her ceaseless efforts, she has been successfully motivating the next generation to consider and pursue a

career in accountancy and finance, while also emphasising the importance of financial literacy being ingrained at an early age. She believes that mentoring can assist young aspiring accountants in achieving career success. Her goal is to empower young people with the required skills such as creativity, communication, and collaboration, along with emotional intelligence, and empathy so that they can navigate effectively through whatever situations arise in this ever-changing global environment.

She regularly designs interesting campaigns to challenge youngsters interested in Finance or Accountancy. 'Take the Challenge' campaign, launched in January 2021 has been specially designed to challenge children aged 13 to 16, particularly those interested in accounting and finance.

She lives in Dubai with her husband and two children. She loves spending quality time with her family and maintains a healthy work-life balance.

FAZEELA GOPALANI

NURTURING THE GEN-NEXT OF ACCOUNTING PROFESSIONALS

Ms. Fazeela is the head of the Association of Chartered Certified Accountants (ACCA) Middle East, the global body for professional accountants. She oversees its operations in 11 nations, serving 20,000 students, associates, & representatives from varied industries in the Gulf



"SHE MOTIVATES THE GEN-NEXT TO PURSUE A CAREER IN ACCOUNTANCY AND FINANCE"



“SHE STRONGLY FEELS THAT THE YOUTH OF TODAY ARE THE LEADERS OF TOMORROW”

GEETHA NAGPAL

LEADING WITH COMPASSION & KINDNESS

Efficiently spearheading Krupanidhi Group of Institutions, Ms. Geetha Nagpal has been ensuring that the students are nurtured to become conscientious citizens. She has dedicated her life to the betterment of society & actively engages in numerous philanthropic activities

Ms. Geetha Nagpal is the Co-founder of Krupanidhi Group of Institutions, which was established in 1985 with the primary aim of nurturing young minds in the country. Under her able guidance, Krupanidhi Group of Institutions has grown from a fledgling institute into a global institution that constantly works towards the goal of ensuring that its students obtain a holistic education that grooms them into the leaders of tomorrow. The institution is now responsible for moulding over 6,500 unique young minds under the watchful guidance of Ms. Geetha Nagpal.

An MBA graduate, she is a thorough professional. She is known for her grace, humility and love for people and nature. Her creative approach to all the problems in the personal and professional spheres sets her apart from her contemporaries.

A ROLE MODEL

Known for her humility and kindness, Ms. Geetha Nagpal is an entrepreneur with a high emotional quotient. Under the banner

of Krupanidhi Group of Institutions, she has started several social welfare programmes and awareness drives for a plethora of issues. She is a passionate believer in gender equality and women's entrepreneurship and is a member of several initiatives promoting the same. She makes sure to spend time with the staff at all levels at the Krupanidhi Group of Institutions and as a result, has won their goodwill. She is also actively involved in student-centric activities on campus. In addition, she provides a free counselling service to ensure the mental wellbeing of employees of Krupanidhi Group of Institutions.

She strongly feels that the youth of today are the leaders of tomorrow. She is of the view that all those who are capable and possess the resources to mentor and guide the youth of today must take up the responsibility of doing so in the best possible manner so that as a society we may be led to the path of greater good. No wonder she is a role model for umpteen others who intend to serve the society.

GLORIOUS ACCOMPLISHMENTS

For her outstanding contribution to the field of education and betterment of society, Ms. Geetha Nagpal has been recognized with numerous prestigious awards such as the Wholesome Leadership Award. She has been a panellist at many illustrious events like the education policy debate held by Asia Today Research & Media, which was telecast on the India Today news channel. She was also a speaker at the Women's Indian Chamber of Commerce & Industry (WICCI). Under her leadership, the Krupanidhi Group of Institutions has won several awards. It was listed in the Forbes list of Great Indian Institutes for the year 2018-19. It was also awarded a Platinum rating by the All-India Council for Technical Education (AICTE) for four consecutive years. In addition to this, the institution has been awarded the 'Innovation Award for Exemplary Student-Driven Innovation Ecosystem' for its Krupanidhi Research Incubator Program (K-RIC) at the Melting Point 2020 Innovation Summit. Krupanidhi Group of Institutions has also received the award for 'Best Institution for Research and Innovation' by India Didactics Association's (IDA) Education Awards 2019. It has received two awards from the World Education Congress for being the 'Educational Institution with the Best Infrastructure' and the 'Educational Institution with the Best Academic & Industry Interface'.

Renowned for exemplary leadership in education and entrepreneurship, Ms. Raju is a veteran educationist. She completed her Master's in Education from the College of Education and Allied Professions, University of Toledo, USA and also pursued Executive Education programme in Marketing Management from the Columbia University. She spearheads the chain of Lotus National Schools in Telangana and Andhra Pradesh. With a rich experience of around 3 decades in the education sector in India and the USA, she has undertaken various programmes for engaging school students. Her ideology and actions are evidently inclined towards transforming the quality of education at the district level. Her publications are a testimony to her commitment towards striving for change at the grass-roots level.

PROFOUND EXPERTISE

As one of the key contributors in drafting the National Education Policy, 2019, she has advocated for revamping the educational norms. In 2014, she also engaged in the NEP dialogue initiated by the NDA Government as a part of the nationwide extensive consultations. As the Founder & Promoter of Lotus Learning Systems Society (LLSS), she facilitated the advancement of four CBSE-affiliated schools in Andhra Pradesh and Telangana. Until 2012, she was also the member of the prestigious Strategic Communications Group of National Literacy Mission Authority and The Indian National Trust for Art and Cultural Heritage

(INTACH).

As the Counsellor and Job Development Representative at Duval County Public Schools, Florida, USA, she planned and implemented vocation-bound programmes for the disadvantaged as well as the differently abled. She conducted a National online poll in partnership with the Logical Indian on instituting three levels in Mathematics. Actively engaged in policy formation, she participated in the Round Table Conclave on NEP, 2015 for Private Schools and Higher Education Providers. With various aims, including that of introducing and implementing structured learning at the workplace, she collaborated with the Victorian Curriculum and Assessment Authority—Victoria Certificate of Applied Learning and Assessment Research Centre, Melbourne Graduate School of Education. Possessing an outlook to bring change at the ground level, she has conducted numerous seminars, workshops, conferences and gallery walks. In addition, she has been training Anganwadi Workers

in Andhra Pradesh, Telangana and Uttar Pradesh.

TRAILBLAZING IDEATION

Ms. Raju promotes “district as a launch pad” for implementing education policies by the Government of India and proposes the development of District Education Office (DEO). In her view, establishing DEOs is crucial to NEP and has a paramount role to play in transforming education. She believes in implementation of the 12-sector oriented CBSE skill education course at the +2 level and Maths Assessment at two levels — standard and basic. Kovida Limited, under her leadership, has strived to provide a smooth shift from secondary to higher education. Ms. Raju favors raising the bar of the “Foundation, Preparatory, Middle and Secondary” model of education, its quality and affordability, teacher training for specific courses and skills. Unquestionably, she is one of the towering personalities working to reshape the education system in the present times.

K. RENUKA RAJU

A RESOLUTE CHANGEMAKER

The Chairperson and Managing Director of Kovida Limited and the Founder of the chain of Lotus National Schools, Ms. K. Renuka Raju is a seasoned academician who strives to bring changes at the policy level to improve the quality of education



**“SHE POSSESSES
A RICH EXPERIENCE
OF AROUND 3
DECADES IN INDIA &
THE USA”**



**“AT THE WORLD
CSR CONGRESS,
SHE WAS
RECOGNIZED AS
ONE OF THE TOP
‘WOMEN CSR
LEADERS’”**



MADHU JAIN

WORKING TOWARDS AN INCLUSIVE FUTURE

The Director of IIFL Foundation, Ms. Jain is a versatile, dynamic, and optimistic leader. She supervises the CSR initiatives at the firm with a strong emphasis on impact-based social intervention in the fields of education, health, financial literacy, water conservation, and livelihood

With a firm belief that education is the key to progress and prosperity of a nation, Ms. Jain has been dedicatedly contributing towards the education of the underprivileged children. Under her exemplary leadership, IIFL Foundation has launched the ‘Sakhiyon Ki Badi’ initiative, which is now one of India’s largest girl child literacy programs that provide seamless education to over 36,000 girls in some of the most remote areas of Rajasthan. Sakhiyon Ki Badi community schools have also become the source of sustenance for nearly 1,220 women, mostly from the economically deprived as well as scheduled caste and scheduled tribe communities. She has also initiated one of the most unique literacy initiatives in India – Rathshala – for the children of the migrant Rebari community, who migrate between Rajasthan and Gujarat for over eight months in a year. It is a mobile school set-up built on a cart and towed by a camel along with the moving caravan of the Rebari community. Another initiative for the

children of migrant construction workers in the state of Maharashtra and UP is called ‘Chauras’. Under her active supervision, the IIFL Foundation has supported the development of rooms and a fully equipped science laboratory in a government residential school for girls from the SC/ST communities. It has also facilitated smart board learning in another nine schools.

Under her guidance, the Foundation runs an expansive financial literacy initiative exclusively for women, spread across Odisha, West Bengal, Assam and Jharkhand to impart financial literacy lessons to women. It empowers them to connect with the banking system and benefit from the government welfare schemes.

PROVIDING FOR PEOPLE IN NEED

Along with providing education to the underprivileged, health has also been a focus area for Ms. Jain. She has initiated ‘Arogya,’ a preventive health project for over 35,000 girl children in 11 districts of Rajasthan. The Foundation supports

two annual mega medical camps at Pandharpur and Barsana, touching the lives of approximately 300,000 beneficiaries, facilitated by over 300 doctors.

During the ongoing COVID-19 pandemic, the Foundation showed its support to the Prime Minister’s efforts towards fighting it by contributing to the PM CARES Fund. It has also extended support to various hospitals by providing personal protective gears through the industry body FICCI along with oxygen concentrators to communities in Kashmir.

AWARDS AND ACCOLADES

Ms. Jain has bagged many awards for her exceptional social work. At the World CSR Congress, she was recognized as one of the top ‘Women CSR Leaders.’ She won the ‘CSR Leadership Award’ at the National Awards for Excellence in CSR & Sustainability for her contribution to girl child literacy, water conservation and health sectors. She was awarded the ‘Best Innovative CSR Project Award for Financial Literacy’ for IIFL’s financial literacy program for women in eastern India and ‘Best CSR Impact Award’ for Wardhona Nullah Recharge Project. She has also received CSR Leadership Awards at Golden Globe Tigers International Awards 2020 and National Awards for Excellence in CSR 2020. She was recognised for the ‘Best CSR Impact initiative’ at National Awards for Excellence in CSR & Sustainability, and received ET Now World CSR Award for ‘Best Support and Improvement in Quality of Education.’

An educator who is passionate about research and schooling, her focus is on the betterment of society. A popular leader in the realms of Education and Human Development, she has always embraced the duties she has towards society.

TURNING ADVERSITY INTO OPPORTUNITY

As a leader who thrives in the face of challenges, she has brilliantly coped up with the challenges posed by the prevailing COVID-19 pandemic by initiating online classes from Day 1 of the lockdown in India. In fact, KIIT is the first institute in India that started online classes during the lockdown and conducted online semester examinations with proper proctoring, followed by timely assessment and evaluation. This became possible because of the guidance of Prof. Samanta, who also simultaneously implemented scholarship plans for the underprivileged and meritorious students.

STEPPING FORWARD IN TIMES OF DISTRESS

Prof. Samanta has played a vital role in helping the institution establish four specialized COVID-19 hospitals with a total bed capacity of 1050 in Bhubaneswar as well as in the districts of Balangir, Mayurbhanj and Kandhamal along with quarantine isolation centers and post-COVID care facilities. Under her leadership, KIIT has distributed essentials like food items, groceries, sanitizers, masks and

sanitary napkins among more than 3 lakh people. The institution has also conducted COVID-19 Awareness Programmes for over 50,000 people and organized 350+ webinars on topics like COVID-19 Awareness and Prevention. Prof. Samanta has also contributed to the advancement of entrepreneurial opportunities during COVID-19. Under her guidance, the institution has set up a tele-counseling cell to provide the necessary support for stress management and ensure the emotional wellness of staff and students. She has overseen the implementation of the provision to provide free education to the children of those who succumbed to COVID-19 in Odisha. She is a powerful motivator who is brimming with positivity and is also a great leader. Prof. Samanta is a ray of light that continues to enlighten others with the power of her infinite knowledge.

GARNERING GLORY

For her outstanding contribution to the field of education, Prof. Samanta has

received 'The Educationist of the Year – Female' award. Over the past three years, her services to the field of education have been recognised through a series of awards. These include - India's A List for Excellence in Education; Leadership 2020 by NewsX India; Innovative Leader Award 2020 by Meswa Foundation; Make in India Emerging Leader 2020; Educationist of the Year - Female, awarded at the 7th Asia Education Summit-2019 by APS Media Group; Chinta O Chetana, National Award – 2018 by the Ministry of Information & Broadcasting, the Government of India; Social Innovation Award - 2018, from a list of 50 social innovators of India; and Women in Leadership Award, 2018.

In addition, she recently organized an International Webinar on the National Education Policy 2020, which was presided over by Dr. Ramesh Pokhriyal 'Nishank,' the Hon'ble Minister of Education, the Government of India. The event was attended by more than 25,000 participants across the globe.

PROF. SASMITA SAMANTA

PAVING THE WAY FOR A BETTER FUTURE

Prof. Samanta, the Pro Vice Chancellor of KIIT (Deemed to be University), is a renowned leader in the Indian education sector. With her profound vision and great leadership qualities, she has been enabling the institution to secure a rank among the top 500 institutes in the world



**“SHE HAS RECEIVED
‘THE EDUCATIONIST
OF THE YEAR –
FEMALE’ AWARD”**



**“AN EXPERT
IN EDUCATION
& TRAINING,
RAVNEET HAS A
RICH EXPERIENCE
OF AROUND 3
DECADES”**



RAVNEET PAWHA

RESHAPING THE FACE OF INTERNATIONAL EDUCATION

The Director of IIFL Foundation, Ms. Jain is a versatile, dynamic, and optimistic leader. She supervises the CSR initiatives at the firm with a strong emphasis on impact-based social intervention in the fields of education, health, financial literacy, water conservation, and livelihood

An expert in education and training, Ravneet has a rich experience of around 3 decades and has been advocating for numerous reforms in the education sector. A gold-medalist at the post-graduate level, she holds Master's degrees in Education and Training as well as Business Administration. Currently, she serves as an esteemed member of the Federation of Indian Chambers of Commerce and Industry and the confederation of the Indian Sports Council. Her predominance in leadership and administration is at the zenith presently as she is also the Chairperson of BCF, Board Member of the India-Australia Business and Community Awards, an adviser at the Australia-India Institute, and a member at various national and international associations and forums including the Rajasthan Royals, Australia-India Chamber of Commerce, and the Australia New Zealand & India Business Association (ANZIBA). Formerly, she worked as the CEO (South Asia and the Middle East) and held senior management positions at

various prestigious organizations such as IDP Education Australia, British Council, and Franchise Asia, where she effectively established and supervised the office networks across India for education and training purposes.

NOTEWORTHY INITIATIVES

Ravneet's well-thought-out strategies have boosted and strengthened the ties between India and Australia and have facilitated global collaborations and strategic partnerships. Deakin University's office, the first-ever international 'University office' in India by a foreign education provider, was set up by her in 1994. Since then, she has seamlessly created roadmaps to revamp the landscape of India-Australia partnership in education. Besides, she has spearheaded twenty strong holistic partnerships among the government, academia, industry, and research bodies, specifically for Deakin University in India/South Asia. The University owes its present stature and reputation of being a

globally renowned avant-garde institution to Ravneet's passion and leadership. Along with wide-ranging international experiences, she advises the executives on innovative and unconventional models for international engagement in research and education. Contributing to the Australian Government's education strategy for India has been the apex of her career. She headed the Deakin India Research Initiative (DIRI), which bridged the gap between academia and industry. Through DIRI, Deakin has funded over 100+ projects with 100+ Ph.D. scholars and more than 50 industries, academic, and government partners in India. It comprises the AUD 15-million TERI-Deakin Nano-Biotechnology research facility in India, which serves as a distinctive and extraordinary specimen of the India-Australia alliance. She partook in the establishment of the Skill Framework and Platform by NASSCOM Future skills, Australia-India Skill Forum, and National Skill Development Corporation.

GARNERING GLORY

Ravneet Pawha, through her demonstrable and exceptional diligence, has won numerous laurels. She was recognized as the Business Leader of the Year at the India-Australia Business and Community Awards 2018, the Exceptional Woman of Excellence at the Women Economic Forum 2019, and was honoured as the "Business Leader Professional of the Year" by the India-Australia Business & Community Awards.

Shweta, after completing her graduation from Stella Maris in Chennai and a Master's degree in Finance from the Warwick University, trained at various hotels to broaden her knowledge horizons. She then joined her family-run Andhra restaurant in Bengaluru. Shweta brings with her a fresh innovative approach along with a strong and sound code of conduct. Shweta has taken the popular Nandhana multi-cuisine chain to the next level with her vision and command over the intricacies of the dynamic foodscape of the Andhra cuisine.

Nandhana Palace is now a notable stand-alone brand for Andhra cuisine in Bengaluru. It was one of the first Andhra chain of restaurants in the city and is now the largest chain of restaurants specializing in delicacies from Andhra. Shweta's dedication towards offering an outstanding customer experience at Nandhana is unparalleled.

BRAND MANAGEMENT AT ITS BEST

Shweta has creatively promoted Nandhana's signature recipes such as Nati Chicken Biryani, Guntur Chicken, Amaravati Chicken and Andhra Chili Chicken. These delicacies are immensely popular and bring authentic flavors of the Andhra region to the customer's palate. Being an ingenious marketer, Shweta has created the Biryani Thali, a five-in-one package of unique and flavorful biryanis.

This iconic innovation has been a huge

hit among the food lovers in Bengaluru, and is a testimony to the strategic creativity that has become the hallmark of Shweta's management style. Shweta's focus on customer satisfaction has resulted in the creation of a patented meal package for Nandhana's customers. Delivered with a banana leaf, it gives customers almost an in-restaurant South Indian-style dining experience within the comfort of their homes.

Rising to the pandemic-led challenges and uncertainties for the food industry, Shweta showed her characteristic aplomb while dealing with the crisis. She has brought in a holistic cost-saving strategy for the business and also kept in mind the financial security of her employees and team. Focusing on maximizing business through existing outlets rather than expanding their footprint, Shweta has ensured that Nandhana Group rides this storm out without compromising on excellence in quality, hygiene, safety, taste and continues to delight their customers with authentic

and flavorful delicacies.

She is of the view that innovation along with adaptability towards the global dynamic business environment is the crucial factor for any industry to progress. Under her leadership, Nandhana has emerged as the epitome of expertise and innovation in the food and hospitality business.

It is committed to connect all the dots of hospitality for a superior customer experience and satisfaction. Shweta is admirably and significantly contributing towards this goal.

MARCHING TOWARDS A GLISTENING FUTURE

Shweta envisions taking the brand 'Nandhana' to more cities and states in the future. With her talent, skills, knowledge, traditional values, and a new age outlook, Shweta has been consistently driving the brand towards new horizons of success.

Shweta is indeed a promising and enterprising entrepreneur and an inspiration for many aspiring restaurateurs.

SHWETA RAVI

COOKING UP A STORM OF TASTE AND JOY

Young & dynamic Shweta Ravi has been carrying forward the legacy of excellence established by her father Dr. Ravichandar, the Founder of Nandhana restaurants. Owing to her able leadership, Nandhana Group has emerged as the largest chain of Andhra restaurants in Bengaluru



***“HER DEDICATION
TOWARDS OFFERING
AN OUTSTANDING
CUSTOMER
EXPERIENCE AT
NANDHANA IS
UNPARALLELED”***



“WITH HER LEADERSHIP, DETERMINATION & DEDICATION, SHE HAS STEERED AML TO GREAT HEIGHTS”



SUNILA YADAV

MAKING GREAT STRIDES IN THE REALM OF LOGISTICS

The MD of Anil Mantra Logistix Pvt. Ltd., Ms. Yadav follows the principles of her father the Late Mr. Anil Yadav, an army officer who served the country with great determination. She learnt from him the ways to turn challenges into opportunities & carve a niche for herself in a male-dominated world

No matter where you come from, if you are a woman, you are expected to operate within the norms of society. But some women make history by choosing to take the path less travelled. Ms. Yadav is one such individual who stands out from the crowd. She believes that every person is bestowed with talent and people must put in the required efforts to bring out the best in themselves.

HAVING THE COURAGE OF HER CONVICTIONS

In 2007, she started AML, a logistics company, in memory of her brother. Leaving no stone unturned, she achieved her first milestone of managing a charter flight from Delhi to Almaty, a B777F of 100 tons, in 2011. Ingrained with qualities like leadership, devotion, determination and dedication, she has steered AML to great heights. Today, the company specializes in air freight as well as ocean imports and exports. It handles custom clearances and warehouse facilities and even provides

door-to-door service.

As a frontrunner in the logistics trade, AML has been setting milestones under the guidance of Ms. Yadav. Since her childhood, she disliked boundaries and restrictions and this is one of the reasons why her firm remains free from the rigid bounds of software-oriented technology. She has believed in introducing tailor-made solutions to her clients rather than following a rule book. After reaching her first milestone in 2011, she was acknowledged as 'The Best Partner in Logistics Network WPA' in 2016-17 as the Most Valued Member from South Asia and CIS. Achieving another milestone in the journey, in 2018, the company elevated its value by managing 3 more charter flights from the UK and Italy. In 2021, she was given the Business Leaders Award by the World Leadership Congress. She has also won awards in the category of Women in Freight and Cargo. An entrepreneur with big dreams, she wants to turn AML into the only proprietorship that caters to all

the requirements of a client's supply chain needs.

A COMPASSIONATE CHANGEMAKER

The livelihoods of many people have been hit by the Covid-19 pandemic. A humanitarian at heart, she sprang into action after seeing the difficulties of others. Following her father's principles of selflessly serving the country, she has endeavored to open doors for the needy.

During COVID-19 pandemic, she has contributed towards society's welfare not from a corporate viewpoint but from a humanitarian perspective. She provided employment to some members of the tribal communities of Madhya Pradesh during the lockdown on the basis of their skill sets. The AML team, heroically, distributed food and water to the truck drivers who got stuck at Mumbai Airport due to the sudden lockdown. These small gestures have brought about a big change in Ms. Yadav's life as she discovered the power of philanthropy. Additionally, extending help, nationally and internationally, during the Tsunami and Nepal floods are some of her major contributions. She firmly believes that as human beings everyone must contribute towards society, which eventually turns into the progress of our country. With the objective of giving back to society, she has also decided to help many poor children by sponsoring their education and distributing rations to the underprivileged during the time of crisis.

Taruna completed her schooling at London and did a Computer Programming Course from the London School of Computer Programming. Later, she joined the Trans World Airlines as a Flight Attendant based in the USA. Along with being a hands-on team player, she is astute businesswoman. She swears by the principle of empowering women to ultimately empower families.

SCRIPTING HER OWN SUCCESS SAGA

She has been taking Madhuban Resort and Spa to greater heights through her global outlook and initiatives. Established in 2009, it continues to serve as the first and the only 5-star deluxe resort in Gujarat. As a socially responsible leader, she actively participates in CSR activities and constantly looks forward to serve the society through numerous social causes and initiatives. The apex of her career has been the launch of the Centralized Resource Cell (CRC), which streamlined and realigned procurement systems of the Elecon Group of Companies. This facilitated the establishment of a more structured and cost-efficient system conforming to various policies and manuals. She is the immediate Past Chairperson of FICCI FLO Ahmedabad Chapter and currently heading FLO Village and Industries Transformation Programme (VIT) Nationally.

MAKING A POSITIVE DIFFERENCE

She gives back to society by conducting various CSR activities and empowering women employees. EMCITI strives for good

corporate governance by implementing holistic corporate policies and strong ethics. Her vision of providing approximately 4000 employees with a Covid Insurance Policy of INR 3 lakhs per employee evidently portrays her intense sense of belonging towards her team. She was actively involved in offering help during the COVID-19 pandemic by donating INR 11 lakhs each to the Chief Minister Relief Fund and PM CARES Fund. Providing food to around 600 shelter home inhabitants in Vasad, Chikhodara, and Bedva, donating 1000 kits of ration to District Collector in Anand and conducting health check-ups of 28 elders of Jalaram Bapa Visharam Trust in Karamsad are a part of the many philanthropic initiatives by her. She also distributed 500 edible oil pouches worth INR 6 lakhs, dispensed PPE-kits, sponsored antigen Covid-19 tests for 1000 people by Health Department at Anand, and organized Bhandara (community kitchen) periodically. In addition, Madhuban Resort and Spa donated vegetables produced from

its organic farm to the lesser fortunate and deprived people. Many of Taruna's enterprises work for the welfare of humanity through community development programs, blood donation camps, free eye-checkup camps, the opening of Specialty Heart Center in Sree Krishna Medical Hospital in Karamsad, establishing Special Women Educational College, adopting 11 villages in Kheda district, under the FLO banner, training women in diverse skills and much more.

MULTITUDINOUS ACHIEVEMENTS

Under her leadership, Madhuban Resort and Spa has won a number of awards such as "Excellence in Environmental Sustainability-Hotels" by Sattva Awards 2018; "Best Luxury Resort of the Year" by ET NOW 2018; "Green Hotel Awards" by ASSOCHAM India 2019; Silver Award under Medium Format Hotels by GreenOtels 2018 Awards, and Bronze Award under Medium Format Hotels by GreenOtels 2019 Awards.

TARUNA PRAYASVIN PATEL

CHARTING A UNIQUE SUCCESS TRAIL

Taruna Prayasvin Patel is the CEO of EMTICI Engineering Limited and Madhuban Resort and Spa. Rather than travelling the most frequented paths, she believes in carving a unique path for herself and aspires to set an example for others to follow suit



**"MANY OF
TARUNA'S
ENTERPRISES
WORK FOR THE
WELFARE OF
HUMANITY"**

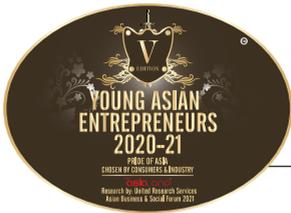




YOUNG ASIAN ENTREPRENEURS 2020-21

Youth is the most imperative and dynamic fragment of the population in any nation. They are the backbone of any nation's economy and are the building blocks of a country. Their undying entrepreneurial spirit, ingenious and brilliant ideas, active participation, aesthetic and skillful execution coupled with their cooperative and inclusive networking lead organizations to unprecedented success. Their indomitable spirit to sail through the uncharted territories, and achieve the unimaginable, is an inspiration for millions. The following pages give you a glimpse of a few of such young leaders who are tomorrow's trendsetters and very well deserve the Young Asian Entrepreneurs 2020-21 Awards





YOUNG ASIAN ENTREPRENEURS



***“HIS EXPOSURE TO DIVERSE GEOGRAPHICAL
LOCATIONS HAS ENABLED HIM TO
UNDERSTAND PEOPLE’S LIFESTYLES”***

AJAY SHETTY

INNOVATING EXCELLENCE IN THE F&B INDUSTRY

The Founder-Director of Salud Beverages, Mr. Ajay Shetty possesses extraordinary capabilities of recognizing potential and generating successful business. A dynamic leader, he established this gin and tonic brand in 2020 with a fresh approach to bring premixed drinks to the Indian market

Mr. Shetty is an ex-banker, who has worked with Morgan Stanley and Merrill Lynch. His knowledge and grip over the equity markets in New York and Hong Kong gave him an edge in establishing his own entities. His entrepreneurial adeptness accompanied by his love for wines led him to start his first venture Myra Vineyards in 2011. A competent entrepreneur, he turned the company into one of the leading wine manufacturers in the country. He later sold it to a Singapore/French fund named VisVires Capital in December, 2018.

A SOLID EDUCATIONAL FOUNDATION

Mr. Shetty’s academic qualifications have provided him with a foundation which has facilitated his ingenious business moves. After a Bachelor’s degree from Christ College in Bengaluru, he acquired a Master’s degree from New Jersey Institute of Technology. His educational background has driven him to learn about different cultures. His exposure to diverse geographical

locations has enabled him to understand people’s lifestyles. His capabilities have enabled him to explore the contemporary Food & Beverage choices that people love. He also has his finger on the pulse of the younger generation, helping him keep up with the latest trends. From establishing Myra Vineyards as a meritorious business and then selling it, Mr. Shetty moved on to becoming the Chief Lifestyle Officer in the same company that acquired Myra Vineyards. Shouldering essential responsibilities, he has strived to develop the company as the second largest in India. In continuation with the success story, he created a first-of-its-kind beverage brand – Salud Beverages.

BUILDING THE BRAND

Salud is an urban lifestyle brand that is distinguishing itself with unique, fresh and modern RTD (Ready-to-Drink) beverages in both the alcoholic and non-alcoholic sections. In so doing, it has opened up a unique market segment, successfully garnering mass attention. While the original idea was to launch it as a beverage, the team discovered the impact it could make when launched as a lifestyle brand. Through this excellent marketing strategy, the brand has been quickly picking up amongst gin consumers. Salud primarily translates to ‘Cheers’ with health, wealth and security being its other synonyms. It sets the objective on augmenting people’s lifestyle through its unmatched products. Salud began with India’s very first ready-to-drink gin and tonic – G&T 2.0. The brand’s ethos is giving people fresh and exciting ways to celebrate through its beverages. Aiming towards a global presence, Salud’s offerings will include beverages in the alcoholic, non-alcoholic and craft spirits categories. For greater outreach, the brand has introduced its own fashion and merchandise label as well as a musical vertical under its titles – Salud Live and Salud Sessions. All these work together to offer the larger-than-life Salud experience. Salud has been associated with some of the biggest and most popular names in India. From Prasad Vanga of Anthill Ventures to Urbanl, which is the speed scaling partner, these brands have helped in accelerating the growth of Salud. Rana Dagubatti, the acclaimed actor with a huge fan following, is also an active investor and advisor associated with the company. Thanks to Mr. Shetty’s talent and efforts, investors can find greener pastures that are waiting to be explored. An entrepreneur with an eye for detail, Mr. Shetty has been quick to recognize the growing market for a niche brand like Salud and has been successfully tapping it.



MOST INFLUENTIAL YOUNG LEADERS

Anant has been fascinated with journalism since he was a child. During his college years, he was a noted blogger on The Huffington Post. The passionate leader graduated from the Marshall School of Business at the University of Southern California. He earned his Master's Degree from the Annenberg School for Journalism, USC, with Dean's scholarship. He has been efficiently carrying forward the legacy of excellence established by his father, **Mr. Viveck Goenka** and his grandfather, the **Late Shri Ramnath Goenka**, the Founder of The Indian Express Group.

A SUCCESSFUL PROFESSIONAL JOURNEY

Anant worked at Spenta Multimedia and with Bloomberg's commercial division in the UK before joining The Indian Express Group in January 2012 as the Head of New Media. He was appointed as Executive Director in July 2016. Since then, the tenacious leader has focused relentlessly on retaining the legacy of The Indian Express Group's uncompromising, independent journalism and growing its reach across print and digital media.

KEEPING THE LEGACY ALIVE

Anant has been guiding The Indian Express Group's digital growth following its enduring values of fairness, accuracy, and courage in a news environment dominated by political activism and yellow journalism. These values instilled by his grandfather continue to shape the group's investigative journalism even today. Under his leadership, The Indian Express Group has become one of the largest digital news groups in the world, with 190 million unique readers per month. It is now publishing in 6 languages including Malayalam, Tamil and Bengali. Mumbai's Loksatta has emerged as the most popular Marathi website in the country, surpassing the dominant regional media organizations. In the first week of its launch, Loksatta's Android app was downloaded 10000 times, which is quite an incredible feat. Additionally, Jansatta.com, India's largest Hindi news site, is also operated by The Indian Express Group. In 2017, Anant spearheaded the launch of ieMalayalam.com, a website dedicated to bringing quality journalism to Kerala. It was quickly followed by ieTamil. The Indian Express Group is a rapidly growing digital-first news entity with ambitious plans to grow in new markets both in India and globally along with a slate of exciting new products launching in emerging content formats. Anant's goal is to use technology as a catalyst to help perpetuate Ramnath Goenka's legacy of fearless and ethical journalism around the world. He's enthusiastic about expanding The Indian Express Group's reach into new markets and formats as he envisions the emergence of three distinct types of news media in India over the next decade.

A BORN LEADER

Like his grandfather, Anant is also one of the most vocal advocates

"ANANT IS ONE OF THE MOST VOCAL ADVOCATES OF INVESTIGATIVE JOURNALISM"

of investigative journalism. A series of investigations conducted by The Indian Express Group under his direction, including the Panama Papers, Videocon-ICICI transactions, WhatsApp lynchings across India, and vacant engineering colleges, have shaped public discourse and sparked policy reforms.

STRIKING THE PERFECT WORK-LIFE BALANCE

Having been a teaching assistant in college to the course "History of News Media in America," Anant has a rare hobby of collecting old newspapers and magazines from around the world. He is also an aviation buff, flies propeller aircrafts recreationally. He makes time to play the drums and other percussion instruments and cherishes the time he spends with his 20-month old son Aarav Raam.



ANANT GOENKA

CHARTING HIS OWN ROUTE TO SUCCESS

Mr. Anant Goenka, Executive Director of The Indian Express Group, is an entrepreneur par excellence and a key figure in the field of journalism. The influential leader has a high degree of intellectual integrity and stands by his convictions



MOST INFLUENTIAL YOUNG LEADERS



Courtesy to his family that has been a renowned player in the infrastructure equipment financing, Anant got an early exposure to the basics of this industry. He completed his graduation in Finance and Economics from the Boston University in 2012. Thereafter, he worked at a hedge fund as an investment banker in New York.

TRAIL OF ACHIEVEMENTS

Based on the rich international experienced that he gained, he founded Auro International FZC, which now has offices in US, Dubai and Lagos. His vision was to establish Auro International FZC as a global investment firm focused on financial services, infrastructure and infrastructure development, oil and gas and energy, mass housing, and much more.

In 2017, Anant moved to India and concentrated his efforts on creating a technology-based business, given the excellent

“ANANT INTRODUCED INDIA’S 1ST DIGITAL PLATFORM TO OFFER MARKETPLACE FOR ALL ASSET RELATED SERVICES”

ANANT KANORIA

LEADING WITH A FUTURISTIC VISION

A third generation entrepreneur, Mr. Anant Kanoria is the CEO of iQuippo Services Private Limited. He has disrupted the B2B construction space for good by successfully creating an organised digital market for new and used construction/mining equipment

visionary that he is.

A SERIES OF FIRSTS TO HIS CREDIT

Anant Launched iQuippo Services Pvt Ltd in 2018. It is the India’s first digital asset marketplace and related services. The services on this platform include buying, selling new and used assets, Finance/re-Finance, Valuation & Inspections, spare parts, brand stores and lot more.

iQuippo Marketplace allows equipment owners to list product, connecting the right buyers with sellers, negotiation assistance, and closing the deals timely, transparently, and cost effectively. iQuippo Services Private Limited is also the first Indian company to digitize the co-lending programmes of banks and non-banking finance companies.

A STRONG SUPPORTER OF THE DIGITAL INDIA INITIATIVE

Though Anant still maintains the B2B traditional platform, his main objective is to go digital and leverage the lower distribution costs, gain transparent access to information and transactions easily and transparently, and integrate different vendors and partners within the business operations.

Under Anant’s able guidance, iQuippo is now building a robust technological team and has tied up with different US-based technology companies and a few Indian startups for their services on the platform.

Anant believes that for any company to survive long-term in this VUCA world, it needs to be agile, tech-savvy, user-friendly and needs to keep its partners’ and customers’ need at the forefront. Based on his strategic inputs, the company has introduced Digital Shops for original equipment manufacturers (OEMs) to showcase their entire range of machines with all the dealers mapped on their platform.

It has now merged with the Vahan portal for further documentation and other processes. Under his leadership, the firm won the ‘Corporate Excellence Award for the Best Online Construction Equipment & Services Platform’ in 2020. He envisions growing its transactions and business volumes first and then taking iQuippo’s digital platform to a global level. In this regard, he has already started getting international bidders. He intends to raise more than Rs. 100 crores from private equities and is also open to exploring JVs with European construction equipment trading companies for its overseas foray.



YOUTH ICON LEADER

Ms. Shastri completed her Bachelor of Engineering (IT) from Osmania University in 2011 and her Masters in Business Administration (Entrepreneurship) from Babson College, Boston, in 2018. She has worked across various roles and functions throughout her career and has always led her team by example. She follows an open-door communication policy with her employees and allows them to experiment and grow along the way, while contributing to the growth of the company.

The highest point in her career has been her negotiations with industry stalwarts to enable Reasy win a multi-million-dollar contract in its very first year. She had the vision that any business idea could be automated and made into a low-code application in minutes with sheer determination, a 'never-say-die' entrepreneurial spirit, and a team of enthusiasts. She has been able to turn her dream into reality with a culture of innovation that is powered by ideas and an unwavering focus on high return activities.

HER LEADERSHIP INITIATIVES

As a businesswoman and a board member of a 30-year-old organisation (Intense Technologies), Ms. Shastri brought in new perspectives to the work culture and redefined processes in a way that improved budgets, enhanced efficiencies, introduced clearer and measurable KPIs all while keeping up the morale and motivation of her employees and other stakeholders. She also introduced 'design thinking' (critical to a product company) that brought in great deals and added to the company's top-line and bottom-line.

With her strategic thinking and excellent decision-making skills, Reasy on-boarded leading companies across telecom, financial services, insurance and government in the very first year, which gave it a competitive advantage in the field. The platform now helps the clients build a range of use-cases like customer on boarding, payment application, dynamic digital forms, claims processing applications, etc., and automate all these processes much faster than ever before. Her strong leadership enabled Reasy to win the '2nd Runner-Up Position for the Most Promising Startups 2020' by Seedstars India.

DOING HER BIT TOWARDS SOCIETY

Both her companies take full responsibility to continually respond to broader societal challenges while practicing their corporate social purpose. To this effect, she has launched many corporate initiatives.

First, she looks forward to driving innovation by leveraging entrepreneurial ecosystems wherein the company offers the platform to other budding IT startups to develop applications for free, setup their businesses, and get them running on the platform. Second, she is taking baby steps to nurture an environment through

"SHE LOOKS FORWARD TO DRIVING INNOVATION BY LEVERAGING ENTREPRENEURIAL ECOSYSTEMS"

the Reasy platform, wherein students can easily build apps without having to learn coding.

On the Covid-19 pandemic front, she made sure that all the employees and their dependents were given proper medical support, emergency financial aid, paid leave for Covid care/recovery and so on. Not only this, but she also tied up with the communities in and around Hyderabad to set up a delivery chain of food and medical supplies for the underprivileged groups affected by the pandemic.

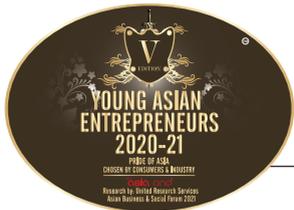
She is extremely optimistic regarding the future of women in technology. In this regard, she has designed HR policies that empower and enable employees to deliver their 'best' through multiple work options namely permanent WFH, sabbaticals, flexi-work schedules, inclusive workspaces, knowledge-sharing sessions, and others.



ANISHA SHASTRI

RISING & SHINING IN THE SPHERE OF TECHNOLOGY

Anisha Shastri is the Director of Intense Technologies and the Founder of Reasy Apps. Both her companies are excelling in the IT Low-code and Automation industry. As an entrepreneur, she focuses on how technology can create instant value for any business



YOUNG ASIAN ENTREPRENEURS



Recognized for his exceptional leadership skills, Ankit holds a B.Tech in Electronics and Communications. For him, the most important achievement of his career was to sell his first property while still in high school. Having more than 18 years of experience in the industry, he has developed a strategic way to channelize the knowledge and rich insights he has gained about the real estate sector. Moving ahead in his career, he takes great pride in pioneering the transformation of the unorganized real estate sector into one that is well-organized to sustain businesses, which is now expected to lead a new wave in the market. To bring corporate culture to the otherwise dispersed workplace, he conceptualized the payment plans for the subvention and balance of possession plans.

ATTRIBUTES HIS SUCCESS TO HIS EMPLOYEES

Ankit considers his employees as valuable assets and constantly encourages them to think out of the box. He believes that it is his

ANKIT ADITYA PRADHAN

REDEFINING EXCELLENCE IN THE REALTY SECTOR

Ankit is the CEO & Founder of Realty Assistant, an all-in-one realty platform based in Noida (UP), India. Under his leadership, it has been making waves by changing the landscape of Real Estate Advisory. Despite the Covid-19 disruption, it was able to generate a turnover of over 100 CR and expand PAN India

employees that drive customer satisfaction and better productivity. In his efforts to expand the business, he never fails to recognize the efforts of his employees. Ankit inspires his team members to come up with fresh ideas. He does not believe that communication should be stifled under the guise of hierarchy. Moreover, to support his workforce during the difficult times of the COVID-induced pandemic, he made sure that there was no slack in their salary. Instead, he supported his employees with raises and promotions to help them sail through the difficult times of the pandemic smoothly.

PRIORITIZING EMPLOYEES' WELLBEING

Since his employees form an important part of the business, health benefits are provided to them for their overall well-being. Likewise, under his guidance, the company has introduced FOP for female employees, granting them leave on the first day of the period. What's more, under his guidance, Realty Assistant also sponsors Education Programs and certifications for workers as part of its initiative to help them take pride and ownership in the jobs they do.

AN AMBITIOUS LEADER

As part of his immediate business objectives, he aspires to establish a strong presence across India, starting with metros and progressing to tier-2 cities, where he intends to provide 360-degree property management services, which is currently an untapped market in India. He also aims to be the best in strategic real estate development advisory for stuck ventures, ensuring fast execution and distribution to home buyers. In the long run, he wants to establish Realty Assistant as an international property consultancy firm with a 2% market share in the Asia Pacific. He is also keen to ramp up his digital plans & achieve complete digitalization of the sales process, house hunting & project shortlisting with the use of cutting-edge technology.

GIVING BACK TO SOCIETY

Ankit believes in giving back to the community by empowering and supporting the less fortunate. He has transformed Realty Assistant into a socially responsible firm that continually undertakes CSR initiatives under the banner of Pararthya NGO, a part of the Aditya Prakash Foundation that aims to reduce the carbon footprint through habitat management. As part of the endeavour, the firm encourages planting oxygen-enriched plants, & has also designed naturally lit office spaces to make a bigger & noticeable impact. Moreover, as a result of the efforts of the NGO, the Okhla Bird Sanctuary got the protected site status.

With his ceaseless efforts, Archit has been setting benchmarks of quality & operational efficiency in all sectors. He joined the integrated steel unit of Goel Group's flagship company Shri Bajrang Power & Ispat Ltd., soon after completing his education from Kingston University, London. Initially, the young leader was in charge of the Tilda Division's Iron Ore Pelletization Plant's process, operations, and techno-commercial activities. His interest in the family business grew during Pellet plant commissioning, even though he was very young then. As a result, he became well-versed in every aspect of pellet plant operations. He was also in charge of the Group's HR operations, marketing & branding, technology implementation, and new project creation. Archit is a passionate and enthusiastic leader. His enthusiasm is what brings his visions to life. He represented Goel Group at the Round Table Conference on Hydropower, where the official commissioning of the 36 MW Run-of-River Hydropower Project Chanju-I in Himachal Pradesh's Chamba district was announced.

AN AMBITIOUS LEADER

Archit is an ambitious leader. He is a consistent and resilient person who works hard to achieve his goals. His vision is not only to grow Shri Bajrang Alliance Ltd. globally but also to expand and diversify it into new ventures. To this end, he came up with a state-of-the-art ready-to-cook frozen food division under the brand name 'GOELD' in 2020 amid the pandemic-induced lockdown in India, which is indeed a bold step. Currently, Goeld has a strong presence in 18 cities, viz Ahmedabad, Anand, Bangaluru, Delhi, Faridabad, Ghaziabad, Hyderabad, Jalandhar, Kanpur, Lucknow, Ludhaina, Mumbai, Noida, Pune, Rajkot, Tri City - Mohali & Panchkula included, Vishakhapatnam via online & offline channels. In the coming months, Archit hopes to expand into new geographies such as Baroda, Bhopal, Chennai, Guwahati, Indore, Mysore, Patiala, & Surat. What's more, he aims to establish Goeld as a leading processed food brand in India and overseas. Large consignments are already being sent to countries in Southeast Asia, such as New Zealand and Australia. The processed food brand, under his leadership, has also made firm commitments to join the UAE and has identified North America and Europe as main trading hubs.

LEVERAGING TECHNOLOGY

Archit is an ardent admirer of technological developments. He always stays up to date with the industry's most recent technological advancements to stay ahead of the pack. Under his direction, Goeld's frozen food manufacturing facility leverages Spiral & IQF technologies, the most advanced freezing technologies to preserve all nutrients in the food while also offering a 12-month shelf life.

"HE ALWAYS STAYS UP TO DATE WITH THE INDUSTRY'S MOST RECENT TECH ADVANCEMENTS TO STAY AHEAD OF THE PACK"

GIVING BACK TO SOCIETY

Archit, the 3rd generation of the Goel family, embodies deep-seated family values. He takes an active role in the Group's CSR activities such as health camps, scholarship projects for girl students of Chhattisgarh & Madhya Pradesh, and building houses for orphan children in Chhattisgarh. His social initiatives reflect his deep-rooted aspiration for bringing a positive change in society.

AWARDS AND ACCOLADES

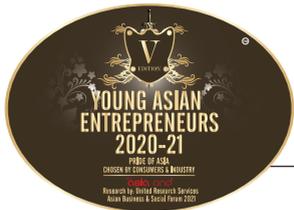
Owing to his incessant efforts, Goeld has earned recognition within a short span of time. The brand has been honoured with the "India's Most Admirable Brand" award by the Brand Story for bringing 100% vegetarian products manufactured from state-of-the-art vegetarian kitchens equipped with world-class freezing technology that ensures nutrients, flavor, and texture.



ARCHIT GOEL

INNOVATING HIS WAY TO THE TOP

Archit Goel is the Director & CFO of Shri Bajrang Alliance Ltd., the flagship firm of Goel Group of Companies – one of the leading business conglomerates in Central India. He has played a major role in launching the brand 'Goeld' to offer 100% vegetarian, ready-to-cook frozen food, which is making waves in the FMCG sector



YOUNG ASIAN ENTREPRENEURS



***“WITH A VISION OF BUILDING A BETTER WORLD
ON THE GROUNDS OF SUSTAINABILITY, HE HAS
REDEFINED CONSTRUCTION PRACTICES”***

ARJUN AMIN

LAYING THE FOUNDATION OF INDIA'S ENGINEERING MARVELS

Twenty-six year old Arjun Amin is the Founder and Managing Director of Urbanaac Infrastructures Pvt. Ltd.; he is setting unparalleled aesthetic standards for precast concrete construction in Gujarat. Through consistent efforts, he has steered the firm towards success by turning it into Gujarat's Largest Precast Solutions provider

With a vision to create a better infrastructure by working relentlessly on the grounds of sustainability and quality construction in the fastest time possible, Mr. Arjun began his journey by redefining traditional construction practices. The leading entrepreneur endeavors to bring a change in the infrastructure field by delivering top-notch precast solutions provider through innovation, automation & value-engineering. According to Mr. Arjun, the sector & the economy has incurred wide losses due to prolonged timelines. He feels precast is the only path forward to rectify these problems plaguing the infrastructure & construction sectors. He vehemently believes that precast will not only provide effective & qualitative results but will also help in diminishing long timelines thus resulting in faster construction cycles. This option will create far more durable constructions, thereby, contributing to a solid future.

ACHIEVING MILESTONES

It takes a lot of effort to turn imagination into reality. With the

inception of Urbanaac in Gujarat, a sort of favorable revolution began that broke the monotony of infrastructure techniques. This became the first & foremost milestone in the history of the Gujarat. Its existing production capacity of 4.5 million Sq.ft. which they are expanding by 5 times PAN India, clearly signifies to the vision of the company. It has taken years of hard work & determination for Mr. Amin to get to this stage. He has received immense satisfaction in contributing towards some marvels of the country & other one-of-its-kind-infrastructure projects. Urbanaac kick started by working towards the iconic Narendra Modi Stadium, Ahmedabad, which is dubbed as the World's Largest Cricket Stadium. The stadium is built entirely in precast & is a world renowned structure. Under his guidance, the firm has successfully completed the Ahmedabad University project. He is also managing the development of the luxurious Fairmont Hotel at T2 - Chhatrapati Shivaji International Airport in Mumbai. Along with these, Urbanaac is constructing Gujarat's first precast high-rise residential towers in the city of Ahmedabad. With these upcoming infrastructure projects, it aspires to emerge as the flag bearer of precast in Gujarat.

A FAMILY THAT WORKS TOGETHER, SUCCEEDS TOGETHER

Urbanaac is a family that believes in strong planning for unparalleled designs and works together on those ideas for successful implementation. Every individual who is a part of the company is familiar with its vision and accordingly contributes to this whilst setting qualitative benchmarks in the industry. The endeavor to create a brand that is recognized around the world enables Urbanaac to be one of its kinds in the industry. This is achieved not only with the combination of innovation and technology but also with dedication & hard-work of every employee. While delivering services or products, the company has incorporated certain guidelines to ensure high quality standards. Mr. Arjun believes that establishing the right approach path will provide the company as well as its clients with prosperous results.

GARNERING GLORY

Mr. Amin has received the Outstanding Achievement Award for Infrastructure Development 2019 by All India Achievers Foundation (AIAF). He was also featured as “10 MOST INFLUENTIAL BUSINESS LEADERS TO FOLLOW IN 2021” in Business Connect Magazine. He owes his achievement to the blessings of his parents & the lessons he has obtained from the life of Lord Krishna.

Mr. Agneeswaran co-founded Vajro Inc. in 2016. It is a cloud-based platform that allows eCommerce stores to instantly create mobile shopping apps. Under his exemplary leadership, the organisation has transformed mobile app adoption for thousands of online businesses. Mr. Agneeswaran and his team's vision is to make it easy for businesses to create and deliver a mobile experience for their clients and help buyers perform transactions on the go.

CLIMBING UP THE LADDER SUCCESS

Mr. Agneeswaran is a Chartered Accountant by qualification and has been an entrepreneur for nearly two decades now. His previous venture, a price comparison app, was not much of a success. However, the learnings that were born of that failure created the roots for the success of Vajro.

Through the experience gained in the e-commerce space, Mr. Agneeswaran understood the market gap that a no-code Mobile App Development Platform (MADP) like Vajro could actually fill. He applied the learnings from his previous venture to his new startup. One of his key takeaways has been that while the product-market fit is important, the founder-market fit is even more important.

After recognizing that his team's strength as well as his own lay in the B2B segment as opposed to B2C, he and his co-founder Niwin Santhosh chose to focus on mobile app development.

After gaining knowledge of the e-commerce market in North America, their primary target audience, Mr. Agneeswaran finally decided to launch Vajro.

The organisation is currently aligned with Shopify, an e-commerce platform that helps people to sell online. It helps Shopify stores develop their own apps on iOS and Android operating systems without writing a single line of code.

TURNING ADVERSITY INTO OPPORTUNITY

When the pandemic hit and everybody was trying their best to conserve cash and funds, Vajro was advised to do the same. However, upon observing how people were actually responding to the situation, Mr. Agneeswaran noticed that mobile and internet usage was increasing. He was of the view that e-commerce would definitely pick up in the face of the pandemic and doubled Vajro's team size – a very daring risk to take while most other companies were letting their employees go. The Vajro team recruited people across sales, marketing, support, and technology functions. This calculated risk paid off and Vajro saw spectacular success during the year of 2020.

In the 16 months since Jan 2020, the company grew its revenues over 7 times and is now a multi-million dollar entity. Mr. Agneeswaran suggests that in addition to predicting buyer

“AFTER GAINING KNOWLEDGE OF THE E-COMMERCE MARKET IN NORTH AMERICA, HE FINALLY DECIDED TO LAUNCH VAJRO INC”

behaviour, it is important to back up your predictions with data and analyse that. All along he has focused on planning and strategizing, which has paid off in a big way.

For several e-commerce stores to try Vajro, Mr. Agneeswaran knew there should be a trigger. In this case, the trigger was that the 40 percent surge in mobile traffic due to the advent of the pandemic, which would mean it was a good time for Shopify stores to try out a mobile app.

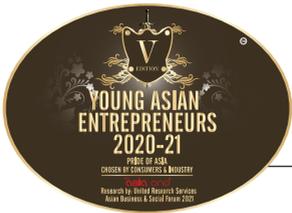
Vajro provides a free sixty-day trial offer and it has helped the company gain a lot of new customers. Ultimately, Mr. Agneeswaran and his team successfully led Vajro to great triumph even in the face of the global pandemic due to their planning, strategy, and hard work.



BASKAR AGNEESWARAN

TREATING EACH EXPERIENCE AS A STEPPING STONE TO SUCCESS

Mr. Agneeswaran's several years of entrepreneurial experience & insight have contributed to the success of Vajro Inc., a Chennai-based startup. This mobile app development platform stands out for helping store owners create their own e-commerce apps instantly without needing to write any code



YOUNG ASIAN
ENTREPRENEURS



**“HE STRONGLY ADVOCATES A WORK CULTURE
WHERE HIGH PERFORMANCE IS ACKNOWLEDGED,
RECOGNIZED & REWARDED”**

BHUPINDER SINGH

LEADING THE WAY

Bhupinder Singh is the Founder and CEO of InCred, a new-age diversified financial services group. Under his able leadership, InCred is one of the fastest growing institutions in the India Financial services sector, offering services across retail and small business lending, wealth management, asset management, investment banking and capital markets

confidence in all its prospective borrowers through its interactions with them, removing any apprehensions that may be associated with the concept of borrowing.

OUTSTANDING CREDENTIALS

From the outset, Bhupi has focused on implementing the highest possible governance standards and has earned the trust and backing of marquee global and domestic investors. InCred's equity investors include former Deutsche Bank co-CEO Anshu Jain, Ranjan Pai of Manipal Group, OAKS Asset Management, Investcorp, FMO, Moore Capital, Elevar and more recently KKR, Abu Dhabi Investment Authority (ADIA) & Texas Teacher Retirement System (TTRS).

Apart from the NBFC business, Bhupi also launched InCred Capital which is an integrated institutional, wealth and asset management platform. The InCred Group's businesses now range from retail and small business lending to wealth management, asset management, investment banking and capital markets, institutional equities research & broking and interests in FinTech start-ups in lending, analytics and wealth. InCred has offices across 24 cities in India, as well as in Singapore and the Middle-East.

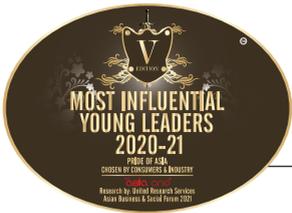
MAKING A POSITIVE DIFFERENCE

As a leader, Bhupi believes in inculcating a meritocratic culture where people trust that rewards and recognition follow automatically as a consequence of high performance and hard work. He has an open-door policy and is accessible to everyone in the team no matter how junior. Bhupi grew up in Bhopal and is passionate about grassroots development in India, supporting several charities working in the field. His personal value system is reflected in the high standards of integrity and corporate governance at InCred, as well as in the key role played by corporate social responsibility within the group. InCred has tied up with various NGOs with the aim of promoting education and public health. Bhupinder and InCred have been appreciated and recognised at various forums and platforms. The awards won by him include the 'Business Leader of the Year (2020),' 'ET Best Brand' FY 18-19 & FY 19-20. Under his leadership, InCred was recognized as 'Super Startup Asia 2019,' 'LinkedIn Top 25 startup FY18,' and also received the World Education Award FY19.

Bhupinder Singh brings over two decades of experience in running successful businesses in financial services. He founded InCred in 2016 with the aim of building a world-class diversified financial services company. Prior to setting up InCred, Bhupi was the co-head of Banking and Markets for Asia Pacific at Deutsche Bank and was part of the core team that ran the Global Banking and Markets businesses.

Bhupi saw an immense and unique opportunity in the Indian financial services market to build a broad-based new age financial services company. As the first step in his vision, he set up InCred Finance as an NBFC with cutting edge technology and best-in-class risk management at the core of its business.

InCred's focus is to make lending quick and hassle-free for the many under-served consumers and small businesses in India. InCred has been able to cater to over 6 lac consumers already through its innovative offerings in the Personal Loans, Education Loans and MSME Loans segments. InCred aims to instill a sense of



MOST INFLUENTIAL YOUNG LEADERS

The Co-founder and Chief Executive Officer of Edukemy, Chandrahas focuses on refining the skill set of liberal arts students and making non-STEM subjects easier to understand for acing India's top competitive exams, which led to the foundation of Edukemy last year. It is India's first evaluation-based learning model.

Chandrahas possesses a rich experience of over 2 decades and has worked with Acer as the Consumer Business Head. Under his leadership, many companies have achieved growth. In 2020, he Co-founded Edukemy along with his partners Deb Tripathi and Shabbir A Bashir. Their venture is aimed at bringing a paradigm shift and creating better learning platforms for liberal arts students in a country otherwise obsessed with STEM education.

Under his guidance, Edukemy has collaborated with subject matter experts to help students scale their learning experience. The self-funded start-up is piloting India's first subjective evaluation tool with positive and benchmarked feedback.

OFFERING HOLISTIC COACHING

The brainchild of 3 of the Co-founders, Edukemy offers digital courses to non-STEM (Science, Technology, Engineering, and Mathematics) students for cracking competitive exams. Since its inception last year, the platform has over 8000 aspirants taking interactive classes for several subjects such as history, geography, economics, polity, general studies, and essay writing. Their tech-enabled standardized evaluation model focuses on pre-evaluation, consisting of subjective and objective tests that aid students assess and maximize their potential to crack competitive exams such as the Civil Services Examination conducted by the Union Public Service Commission (UPSC), one of the toughest exams in India.

Instead of following any marketplace business model, Edukemy offers quality courses tailored to meet the learning needs of non-STEM students in a remote and digitally connected environment. The highly experienced and qualified faculty members include co-founder and geography professor Mr. Shabbir A Bashir among others who guide UPSC aspirants.

In a highly competitive market of EdTech, with rivals like BYJU's, Unacademy, and Testbook, the start-up expects to close its first year with INR 5-6 crore in revenue. Edukemy will soon turn to Full-Stack Test Platform to aid aspirants in their UPSC preparations and provide students in rural and more number of urban areas with greater access to learning. The start-up's innovation will drive personalized learning at scale and meet new success rates in future by using Advanced Evaluation methodology and technological tools.

FOCUSING ON TIER II & TIER III CITIES

Unlike most of the EdTech start-ups that are focused on students

in Tier 1 cities and metros, Edukemy is personalizing studies and preparations with their interactive, immersive, and live online education in Tier-II and Tier III cities. It includes pre-class, in-class, and post-class engagement models for courses on government exams preparation. This has helped address learning gaps for students who are either not exposed to proper guidance or have access to only offline institutions. Using their patented ed-tech 2.0 technology, Edukemy has curated special programs and launched scholarships for EWS aspirants.

With test prep series, aspirants from all over India can prepare well for their competitive exams and reach new heights of success.



CHANDRAHAS PANIGRAHI

GIVING WINGS TO YOUR DREAMS

A leader par excellence, Chandrahas Panigrahi ventured out to build India's first non-STEM-focused EdTech start-up, Edukemy. He has strived to carve an efficient platform for liberal arts students by offering a personalized and evaluation-based learning model.

**"THROUGH EDUKEMY, HE HELPS STUDENTS IN
ACING INDIA'S TOP COMPETITIVE EXAMS BY
MAKING SUBJECTS EASIER TO UNDERSTAND"**



**MOST INFLUENTIAL
YOUNG LEADER**



***“HE HAS CREATED A THRIVING ENVIRONMENT
WHERE EVERY EMPLOYEE CAN FIND SUITABLE
OPPORTUNITIES TO LEARN & GROW”***

DISHANT BHOJWANI

***BUILDING A STRONG COMMUNITY, ONE CARING
INTERACTION AT A TIME***

The testament of a leader's strength is its people. Dishant Bhojwani, SYKES India and Australia Country leader and General Manager (now part of Sitel Group®) is a leader that takes pride in his stellar team. With his vision & tenacity, he has led the company to great heights

Dishant Bhojwani's key to his successful leadership is straightforward: he treats everyone with respect and integrity. He continues to inspire his team members through honest and transparent work, all the while putting his people's wellbeing on top his priorities.

CREATING MEANINGFUL CONNECTIONS

Mr. Bhojwani believes in creating meaningful connections. He is driven to always move the needle towards success, growth and development, and direct to the point when it comes to performance. He doesn't shy away from saying what he's thinking, be it celebrating success or pointing out instances where there are room for improvement.

Despite his strong demeanor and professionalism, he is always sincere with his people. He upholds the importance of communication, listening to what his people have to say, and letting them know that they are heard. He also knows how to celebrate his

people's successes, recognizing their hard work and making them feel appreciated in all the ways that he can. "A solid team trusts its leadership", he says.

He trusts his team and they trust him back, and this little secret of respect & trust has led to amazing results for the organization. In 2020, they were able to double their headcount in India, open two new sites in Hyderabad, and bring more clients and key accounts for the team all during the most challenging phase of global pandemic.

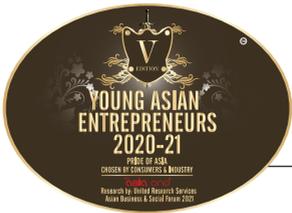
GETTING THROUGH THE CHALLENGES

When the pandemic began, many companies had difficulties in coping with the challenges. But at SYKES, they were able to handle this strategically. From transitioning all its employees to a work at home arrangement within 12- 24 hours, to ensuring that teams go back to a safe workplace environment, they were able to manage all this with Mr. Bhojwani leading the way & vision. His efforts on pushing the limits of innovation and investing in training, infrastructure, and facilities for his people has made a lot of difference as they transitioned during this difficult time without any impact to service delivery and operations.

DISTINCTIONS IN THE INDUSTRY

Under Mr. Bhojwani's exemplary leadership, SYKES India has been recognized for being an excellent employer and workplace in the country, region and globally. SYKES India was presented with two very prestigious Bronze Stevie Awards at the 2021 Stevie Awards for Sales and Customer Service. It has also won the ACES Award for being the Top Workplace in Asia (2019). The company was also featured thrice last year in the lists of 'Amazing Places to Work in India' along with many features in digital and print media.

Mr. Bhojwani has successfully molded SYKES India to be much more than just a workplace of choice. He has created a thriving environment where every employee can find suitable opportunities to work, learn, and grow. It takes a great leader to ensure that the entire team grows and can bask in the successes of the company. Because of the recent acquisition of SYKES, Mr. Bhojwani now embarks on a new journey as Sitel Group Country Leader and General Manager for India, Australia, New Zealand and Global leader of Collections solution. Mr. Bhojwani hopes to grow together with his team and continue to lead with sincerity and excellency.



YOUNG ASIAN ENTREPRENEURS

Gagan founded Vertex Global Services in the year 2016. In a short span of four years, the visionary leader successfully expanded the company to five different continents. Gagan has more than 2 decades of expertise in Onshore & Offshore markets and a strong track record of achieving demonstrable results. His extensive industry knowledge, paired with his humble demeanor, has helped the company reach the pinnacle of success in no time. Currently, Vertex Global Services provides its services to over 3000 clients worldwide.

A MULTI-TALENTED LEADER

Gagan has worked for several global brands and has experience in practically serving every sector, including Business Development, People Management, or P&L. With unrivaled strategy, creative, and technological capabilities, he provides unique ideas and adopts a pragmatic approach to assisting the world's largest organizations and Fortune 500 firms. He is the Chairman of India's Foreign Investors Council Delhi (FIC).

He has a wealth of experience in the arena of international business development, mergers and acquisitions, and joint ventures. His razor-sharp focus on the outsourcing sector and constant push to add value has enabled Vertex Global Services to emerge as a significant competitor in the IT & ITES industry.

He also keeps contributing to several industry forums, groups, and business schools and has received several accolades at all levels. He is a great people manager who strongly believes in the concept of "Servant Leadership."

He follows up with his employees frequently to ensure their well-being. He also believes in training and grooming young talent so that they can succeed in their carrier. Furthermore, he never fails to make judgments in the best interests of the team.

EXPLORING NEW HORIZONS

Gagan founded the Vertex Academy to enter the INR 300 billion online education market and produce a variety of courses for professionals and students across many verticals. Since the beginning of his career, Gagan always had his sights set on the next big goal and worked tirelessly to attain it. He has risen to the top of the industry by undertaking ambitious endeavors and executing them with perfection, one after the other. It is his go-getter spirit that motivates him to take on new challenges and explore new vistas.

GIVING BACK TO SOCIETY

He has been contributing towards the upliftment of society through a variety of programs. Recently, he donated \$40,000 for COVID support and helped 10,000 jobless people who lost jobs due to the pandemic to get jobs without any charge.

***"OUR CATCHWORD IS TO INNOVATE & TRANSFORM
TO BECOME MALLEABLE TO NEW CHALLENGES &
EXCEED THOSE WITH FLAIR AND FLAMBOYANCE"***

GLORIOUS ACHIEVEMENTS

He has been honored with several accolades for his remarkable excellence in areas such as ingenuity, social and professional accomplishments, financial performance, and personal devotion to business and communities.

Gagan was bestowed with the prestigious CNBC 40 Under 40 Top Influential Corporate Leaders Award 2020, Rated as Best CEO for three times in a row. Best People Managers Award 2020, by Great Manager Institute and Forbes India, and Most Innovative Young Tech-Entrepreneur 2020 by Brand Opus India, among others. Owing to his dedicated efforts, Vertex has been ranked 19th amongst the 50 most innovative companies across the globe.



GAGAN ARORA

DRIVEN TO MAKE A DIFFERENCE

Gagan is the CEO & Strategic Growth Leader for Vertex Global Services. He also serves as Chairman – Foreign Investors Council (Delhi) & Director – Global Education, Asian Arab Chambers of Commerce. Vertex was founded by him in 2016 in Florida & today it is present in US, UK, India, Philippines & Nepal



**YOUNG ASIAN
ENTREPRENEURS**



**“UNDER MR. AGARWAL’S LEADERSHIP,
IITPL IS RANKED AMONG THE TOP TEN
MEDTECH START-UPS IN INDIA”**

GAURAV AGARWAL

FAST-TRACKING THE MEDTECH REVOLUTION IN INDIA

A highly successful MedTech entrepreneur, Mr. Agarwal has 2 reputable companies to his credit. His rich experience, diligence, and his ability to take calculated risks at the right time have ensured his success. His dynamism and ingenuity are the biggest contributors to the rise of his companies

MAKING HEALTHCARE ACCESSIBLE & AFFORDABLE

Mr. Agarwal has more than 25 years of experience in the MedTech industry & has an excellent understanding of the cardiology space. The lack of quality cardio-vascular healthcare facilities at tier 2 & tier 3 cities motivated him to set up IITPL, a Cath lab manufacturing firm. His motto is to fulfil a socio-economic need to make Cardiovascular care accessible to a larger segment of society. Another problem was the inaccessibility of the required technology — only 20% of Indian cities had the facility & equipment to conduct an angioplasty in early 2010. In addition, each stent cost between 8-10 lakhs, and a patient would have to travel 600-700 miles to reach a medical facility where the procedure could be carried out safely. These concerns motivated Mr. Agarwal to create relevant solutions and equipment for angioplasty in India. It was a new and impactful move in the country’s MedTech industry as earlier a whopping 85% of the equipment for angioplasty and related procedures used to be imported. With its ‘Make in India’ agenda, IITPL came up with effective solutions for all these concerns.

ACHIEVEMENTS AND ACCOLADES

Mr. Agarwal has received numerous awards in his illustrious career. Under his leadership, IITPL was ranked among the Top Ten MedTech Start-ups in India. The prestigious Red Dot Award, which is often considered the top-most award for product design, communication design, and design concepts, was also awarded to the company. It is the only company in Asia to have won this award. The company also received the prestigious Good Design Award by the Government of Japan; a remarkable achievement for both the company and Mr. Agarwal. IITPL has also won the Industrial Design Excellence Award from the Confederation of Indian Industry, which has also featured the company in their list of Top 25 Innovative Companies. However, the most distinguished award won by the organization under Mr. Agarwal’s leadership is the Government of India’s ‘Medical Device Company of the Year.’ The firm is one of the youngest to have achieved this honourable distinction. Along with these IITPL has also won the Technology Start-up award (TDB) by the President of India and has featured in the Forbes Marquee Edition as one of the top 50 contributors in shaping modern India. In light of the COVID-19 pandemic, Mr. Agarwal also led his company Innvolution healthcare to design a model ventilator in association with IIT Bombay in just 33 days. The firm went on to win the MG Motors Ventilator Innovators Challenge from amongst 52 other entries.

Mr. Agarwal is the Managing Director of IITPL – Innovation Imaging Technologies Private Limited and Director, Co-founder of Innvolution Healthcare Private Limited. Coming from humble beginnings, he completed most of his schooling at some of the small towns of the Indian state of Uttar Pradesh. After completing a B.Tech degree in Biomedical Engineering from the Manipal Institute of Technology, & later, an executive MBA from IIM Kozhikode, he went on to work with some of the most reputable players in the MedTech industry. His impressive work experience includes working with big names like Boston Scientific, Abbott Vascular, Meril Life Sciences, & 3M, where he occupied crucial leadership positions. In 2010, when he was a successful CEO, he made the risky decision of embarking on his entrepreneurial journey by establishing Innvolution Healthcare Private Limited, along with three co-founders. Since its inception, the firm has been providing the latest & best-in-class Cardio-vascular products to advance healthcare solutions.



YOUNG ASIAN ENTREPRENEURS

Narayan Jewellers dates to 1940, when the young Ambalal Chokshi chose to start a jewellery brand of his own instead of joining his father's jewellery business. Narendra Ambalal Chokshi, his eldest son, restructured the company and took over the business in 1986. Jatin and his brother Ketan are now spearheading this journey of excellence.

Jatin joined Narayan Jewellers in 1999. Along with his brother, he established a lavish and independent high-end jewellery store in December, 2012. They added diamond and Jadau along with gold ornaments to their collections. Jatin specializes in diamonds and has a management degree. He has also completed the rough diamond course from International Gemological Institute. His strong foresight & excellent management skills have helped him to build the brand immensely. Under his able leadership, the brand is now catering to niche & elite clientele who deeply appreciate class and beauty. Exquisite craftsmanship & innovative jewellery designing have become the company's hallmark.

TIMELESS HEIRLOOMS

Hailing from Western India, which is traditionally associated with gold jewellery, Jatin has been able to successfully build a name for himself in the high-end and luxurious diamond jewellery space. A true visionary who believes in reinventing business models to stay ahead of the times, Jatin keeps his jewellery inventory distinctive. He creates royal, eclectic, and ethereal Jadau collections, exquisite gold kadas / jhumkas designs, and glamorous diamond sets. His collections are alluring, admired and worn with pride by women globally. During the challenging pandemic scenario, Narayan Jewellers has managed to strengthen its digital presence. It is currently selling its jewellery pieces/sets through an 'at-home' service. The company is even planning to launch its own e-commerce portal soon. Jatin took the omni-channel approach, which is essential for the jewellery business, for its long-term sustenance in these altered circumstances. He leads an experienced team of in-house designers that understands the client's requirements, conceptualizes and develops them into actual designs/collections. The company's creative, eclectic and aesthetic jewellery pieces, especially the bridal jewellery collections, have earned tremendous popularity and appreciation.

VISION WITH VALUE

Jatin's vision is to make Narayan Jewellers a global jewellery chain that sets the industry benchmarks of excellence. To achieve this empowering vision, he places emphasis on the creation and delivery of jewellery masterpieces with high aesthetic value, creative innovation and intricate engineering, all with a BIS Hallmark for excellence. He is a proponent of the philosophy - 'Practice What

***"HIS COLLECTIONS ARE ALLURING,
ADMIRING AND WORN WITH PRIDE BY
WOMEN GLOBALLY"***

You Preach.' He promotes the values of trust, purity, passion, creativity, conviction, social responsibility, excellence, legacy, team spirit and ethics among all the members of his company.

MAKING A DIFFERENCE

Under Jatin's able guidance, Narayan Jewellers has contributed immensely to various CSR initiatives. It has held multiple fundraiser events like Ramp for Champs – Smile Foundation 2016 (Girl Child Empowerment), CSR-Trunk Show with Smile Foundation 2018 (Girl Child Education), Emeralds for Elephants – Sotheby's Auction 2011 (Saving Elephants) and Project Blossoming – Christie's Auction 2014 (Girl Child Education). Jatin's vision and diligence have enabled the brand to thrive in India and abroad.



JATIN CHOKSHI

CARVING A GLITTERING SUCCESS SAGA

Jatin Chokshi is a Co-owner of Narayan Jewellers, the luxury jewellery brand which has grown from its roots in Vadodara, Gujarat, to make its presence felt locally and globally. An immensely talented designer, he has been efficiently carrying forward the legacy of excellence established by his grandfather



MOST INFLUENTIAL YOUNG LEADERS



“A COMPASSIONATE LEADER WHO BELIEVES IN GIVING BACK TO THE COMMUNITY, HE PARTICIPATES IN VARIOUS CSR ACTIVITIES”

KAIRAV ENGINEER

A NAME TO RECKON WITH

Kairav Engineer is the Vice President (Business Development) at Astral Poly Technik Limited (recently renamed as Astral Limited), a business founded by Sandeep Engineer. The dynamic leader has enabled Astral Pipes to emerge as one of India's most prestigious brands in the plumbing industry

and launches. Promoting Astral Pipes in the film Dabangg 2 was an excellent decision on his part, which generated great results in terms of brand recognition and recall. Following this success, Astral Pipes signed Salman Khan and then Ranveer Singh as brand ambassadors.

A STRATEGIC LEADER

Known for his strategic foresight, Mr. Kairav sets benchmarks for his team to follow in order to ensure that even in the highly competitive environments they go all out to secure long-term sustainability. With 850 distributors and 33,000 dealers throughout India, Astral Pipes has taken the CPVC and lead-free UPVC industry by storm. As a result, the company can effectively take care of the needs of all its customers. Additionally, by incorporating Astral Pipes' full-fledged R&D processes, Mr. Kairav has been able to successfully seek international certifications for its operations.

FOCUSED APPROACH TO MANUFACTURING

A leader with business acumen, Mr. Kairav has played a key role in the launch of Astral Water Storage Tanks in various parts of India. For this purpose, manufacturing facilities are being built in Ahmedabad, Aurangabad, Ghiloth, and Cuttack. He has also started the initiative of training over 100,000 plumbers every year in India, thus, preparing them for a sustainable future. The far-sighted leader has also been instrumental in the development of a new manufacturing facility for Astral Pipes in Cuttack, Odisha, which will serve the markets in East and North East India. Having aligned Astral Pipes with the Make in India movement, Mr. Kairav plans to take the brand to new heights by focusing on the benefits of the initiative. Under his guidance, Astral Pipes is already taking steps towards compounding raw materials in India as a way of contributing to the Make in India movement.

A THOUGHTFUL ENTREPRENEUR

A compassionate leader who believes in giving back to the community, Mr. Kairav participates in CSR activities related to health, education, environment, disaster management, and more through Astral Foundation, the CSR wing of Astral Pipes. In February 2021, the Foundation joined hands with the local tribal villagers, the Networking Forum, and NGOs such as Gadwat, to address the scarcity of clean water that has affected the entire village of Hiwali in Maharashtra since Independence. Consequently, the initiative has helped 300 villagers and 1,500 livestock get access to clean water.

Mr. Kairav, who has played an integral role in expanding Astral's brand visibility, has a BS in Industrial Engineering and a BS in Management from Georgia Tech, Atlanta, USA. Since starting his career with Astral in 2011, Mr. Kairav has held a variety of positions within the company, the most recent being the Head of Business Development and Brand Management. The company has been making great strides under his exemplary leadership. By adopting a progressive approach, he has contributed to improving the way people use and benefit from better piping solutions.

AN OUTSTANDING MASTERMIND

Even in a low-involvement category such as pipes and fittings, the young leader is committed to providing branded, high-quality products. In addition to launching outstanding branding campaigns, co-managing investor relations, and overseeing marketing research, he has also actively engaged in new product research



YOUNG ASIAN ENTREPRENEURS

Ketan Chokshi, is an ace Jewellery Designer & Co-owner of Narayan Jewellers. His forte is engineered designs in fantastical settings resulting in a visual masterpiece, showcasing a rare fusion of art, technology & expertise. With 2+ decades of hands-on experience from designing to manufacturing jewellery, under his leadership the brand has won many accolades.

JEWELLERY – AN INHERENT PASSION

Fascinated by Jewellery at an early age, Mr. Chokshi loved spending time in the R&D Department with a keen interest in the work of artisans & craftsman. Following his passion, to enhance his product development & design skills, he did his graduation from Gemmological Institute of America, California. He also completed the rough diamond course from International Gemmological Institute of Antwerp, Belgium. He took a conscious decision of joining his family business & applied his learnings & International exposure to implementing modern practices including designing & implementation of creative sales & marketing strategies, installation of leading-edge systems technology, resolving long-standing profit measurement problems, inventory & sales measurement problem, further creating an infrastructure to support growth. With strong ethics & a positive attitude Narayan Jewellers were one of the first family jewellery brand to introduce the concept of BIS Hallmark in Vadodara & the second jewellery store to be licensed in Gujarat.

A GLORIOUS SAGA

Led by the passion of this third generation – Ketan along with his brother Jatin further expanded their business with the launch of their lavish store in 2012, in the heart of Vadodara. In 2017, Narayan Jewellers expanded its flagship store adding a floor. The store was launched with a grand fashion show, with Actress Vani Kapoor unveiling their exquisite bridal collection. Under their aegis Narayan Jewellers won many accolades Nationally & Internationally. Since 2013 Narayan Jewellers designs have been a part of Forevermark Oscars Red carpet Zone consecutively for 8 years and styled celebrities like Mary J Blige, Olivia Wilde amongst others. One of the very few jewellery brands from India, Narayan Jewellers have been showcasing its collection at the NYFW for the last 5 years in collaboration with Designer Bibhu Mohapatra & Forevermark. In the past, in 2010 two of Narayan Jewellers masterpieces were selected and auctioned by Sotheby for the social cause of saving Elephants worldwide. In 2014, Narayan's designs registered the highest bid at an event by Christie's to raise funds for social charity Nanhi Kali. Narayan Jewellers luxurious jewellery pieces personify sophistication and elegance making them one of the preferred brands by Bollywood celebrities for red carpet appearances, weddings, events and magazine covers.

KETAN CHOKSHI

CARRYING FORWARD THE LEGACY OF EXCELLENCE

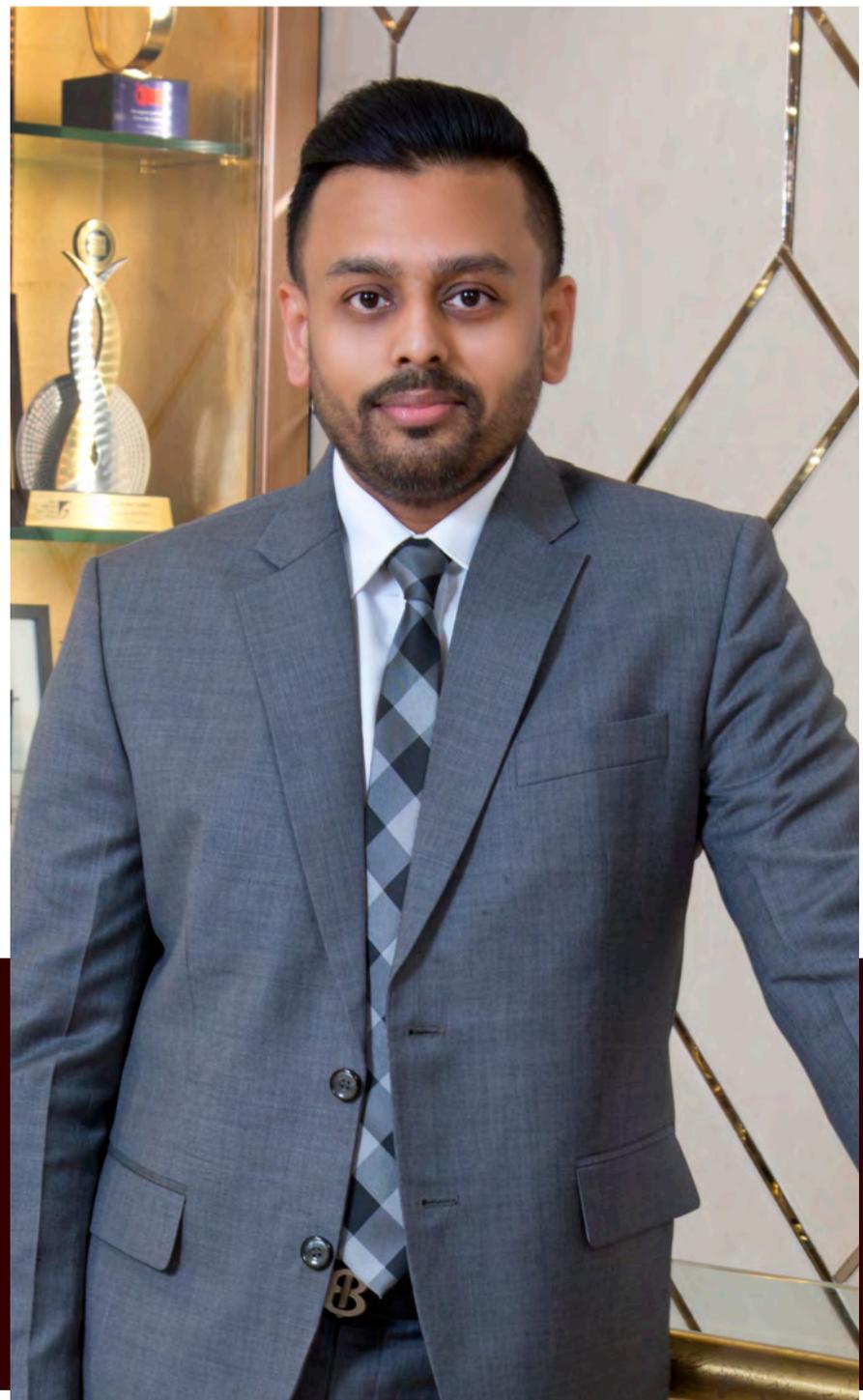
A third-generation entrepreneur, Mr. Ketan Chokshi believes that Luxury is more nuanced than most, creating aspiration value. Under his aegis, Narayan Jewellers has become one of the very few Luxury Indian Jewellery brands creating global designs!

“WITH SPOTLIGHT ON LUXURIOUS QUALITY, KETAN IS WORKING TOWARDS GLOBAL & DIGITAL EXPANSION”

From Styling Bollywood A-listers like Kareena Kapoor Khan, Sara Ali Khan, Tara Sutaria, Sonam Kapoor to designing the wedding jewellery of cricketer Harbhajan Singh and Actress Geeta Basra, television celebrity Kishwer Merchant and Marathi Actress Neha Pendse, Narayan Jewellers has earned the distinction of being recognized as amongst the best in India.

THE FUTURE

An ethical jewellery brand with integrity, stand for a combination of values & dedication to quality & style, Narayan Jewellers encourages sustainable luxury, driven by a commitment to make a positive difference at all stages. With spotlight on luxurious quality, Ketan is working towards global & digital expansion.



“MANU IS A RESULTS-DRIVEN LEADER WHO BELIEVES IN DRIVING AN ACTION-ORIENTED LEADERSHIP CULTURE”

MANU JAIN

ON A ROLL

Manu Jain, the Founder of Caribun8 and Unpuzzleit, is a visionary leader and a man with grand plans. He has devised unique platforms to enable B2B clients to access a unique portfolio of services. These platforms also enable telecom operators to receive value-added services



Manu is a living example of how a university degree does not necessarily equate to success. He made it big without being associated with the IIMs or other Ivy League universities. His experience in Telecom spans more than a decade, and he has built and executed content strategies for corporates and startups. Over the past 17 years, the leader has served on many energetic and visionary teams, including Aircel, Mydala, and One97 (Paytm).

A SUCCESSFUL ENTREPRENEURIAL JOURNEY

Manu embarked on his entrepreneurial journey in the year 2016. The seasoned professional has worked for some of the world's top companies. While working at VAS, he gained the confidence & insight needed to build something that he could call his own. Through the lens of his visionary perspective, Manu charted a strategic path towards his goals. The founder built his startup from the ground up. Because no one funded VAS in the beginning, he had to work hard to raise funds for his value-added services.

He progressed from a stage where he was working full-time as a consultant, to finally funding his startup, aided with faith in himself & his dedicated team. Currently, the leader offers content creators a range of value-added services, while creating monetization outside of the Google world. His most recent venture is an astrology startup, stealth startup. To change the way astrology & spirituality is perceived in India. Always trying to push the envelope up he has been successful in raising the first round of funding from VCs.

A PRAGMATIC LEADER

Manu is a realistic leader whose pragmatic approach to business encourages openness and trust throughout the company. He believes that dreaming big is one thing, but sustaining those dreams in the real world is a different story altogether. While he began his entrepreneurial journey with lots of excitement, he had to encounter many challenges on the way. He faced competition from long-term players who had been in the game for several decades. It was therefore imperative that he introduce something new and path-breaking. Consequently, the leader had to prepare his team to be more swift, flexible, & easily accessible. His private life was practically nonexistent since he was running a startup & simultaneously consulting for various assignments. Although it was a challenging phase, he believes it was well worth the effort. Manu feels that a leader constantly learns by adapting to his surroundings, & the most difficult times are often the best lessons learned. As a result-driven leader who believes in driving an action-oriented leadership culture, Manu strives to connect and work with like-minded people. Under his stewardship, Caribun8 has become a vanguard in the industry by offering its value-added services to customers via telecom operators.

BASKING IN TEAM SPIRIT

For Manu, team spirit and leadership skills are some of the most important components of success. He considers his dedicated employees the backbone of his company, & empowers them amply so that they remain engaged and invested in their combined vision. He strives to build a workplace culture where people are given flexibility as long as the job gets done. The dynamic leader is incredibly proud of the accolades his team has garnered in such a short span, that too in a furiously competitive market. Yet, he feels there are miles to go, and a lot more he would like to accomplish with his team.



YOUNG ASIAN ENTREPRENEURS

Niyati's distinct skills and efficiency are a result of the dedicated efforts she had put in while pursuing a Bachelors degree in Business Management, alongside an LLB from KC Law College in Mumbai. Her sharp business acumen and abilities to identify the best standards in the field of education have been the driving force which led her to create pathways of good education for the next generation. Being a curious and interested learner, she came forward with her group to provide exceptional education to the young learners.

WORKING AT THE GRASS-ROOTS

Being closely associated with the field, Niyati had observed that there is a room for improvement in the way educational instruction is delivered to children; that is why she laid the foundation for Olive Trails. It is a preschool that offers exclusive play-based learning to toddlers and preschoolers. This method not only enables learning through fun and age-appropriate ways, but also empowers the kids to understand the concepts easily. Over the years, she has analysed meticulously to devise teaching methodologies for holistic development of the younger lot through various entertaining ways of learning. The schools aim at establishing an environment which is conducive to critical thinking, open-mindedness, and fostering imagination for a better growth. Under Niyati's aegis, RBK Institutes cater to over 10,000 students whereas Olive Trails preschool has around 1200 to 1600 toddlers and preschoolers.

EXPANDING OPERATIONS

Niyati has been focusing on making the group expand its outreach to all the nooks and corners of India and aims to emphasize the relevance of education and thereby, bring a refined and redefined ecosystem of learning for the masses. Followed by the grand success of RBK institutions in prominent suburbs like Chembur, Dahisar, Mira Road & Bhayander in Mumbai, the RBK Educational Institutions has also spread its wings to Mahuva in Gujarat. All these schools have been imparting world-class education by implementing a comprehensive curriculum in their English medium schools. Under her leadership, RBK International Academy in Chembur has emerged as one of the few eminent International Baccalaureate World Schools which focus on developing skills that are prioritised in the internationally followed curriculum. Life skills such as problem-solving & creative thinking are imparted under this extensive program. There are numerous enriching programmes which the IB world school offers. These include the Primary Years Programme (PYP), Middle Years Programme (MYP) & Diploma Programme (DP). Besides this, it is also one of the few reputable institutions authorized for conducting the Cambridge International Examinations (CIE). RBK institutes also provide Cambridge International Certificate of Teaching & Learning

“NIYATI HAS BEEN FOCUSING ON MAKING THE GROUP EXPAND ITS OUTREACH TO ALL THE NOOKS AND CORNERS OF INDIA”

(CICTL) & Cambridge International Diploma of Teaching and Learning (CIDTL). The Mother Toddler Program from Olive Trails preschool is designed for children between 9 months -1.5 years to nurture their motor abilities, language, socio emotional skills and cognitive skills.

NURTURING FUTURE LEADERS

Niyati has been envisioning to develop a 360 degree learning skills programme to inspire the young minds to grasp & learn new concepts conveniently. She has constantly tried to establish layouts of learning which help in unleashing and nurturing the potential of the students. Her efforts have consistently been directed at helping them to gain excellence as students as well as reliable and responsible citizens, and ultimately grow into the leaders of tomorrow.



NIYATI KANAKIA

FACILITATING CREATIVE WAYS FOR QUALITY EDUCATION

Niyati Kanakia, the Director of RBK Educational Institutes and the Founder of Olive Trails, has been at the forefront in recognizing the significance of quality education and therefore, has been implementing some of the finest practices in the field of education

**“RAGHURAMAN HAS BEEN INSTRUMENTAL IN
 CONCEPTUALIZING RAP’S GROUNDBREAKING
 SOLUTIONS”**

RAGHURAMAN RAMAMURTHY

GOING FULL STEAM AHEAD

Raghuraman Ramamurthy is the Founder and CEO of Rapid Acceleration Partners (RAP), a full-service sales enablement company that offers practical Artificial Intelligence (AI)-enabled solutions for digital business transformation. Under his leadership, RAP has been making waves in the sector



An MBA in Finance and Marketing, Raghuraman founded RAP with his longtime friend and fellow serial entrepreneur Baskar Agneeswaran, and Ramesh Kumar who is a veteran in Silicon Valley and Indian startups. RAP is the first generic IPA platform to be fully developed by an Indian company. In addition to reducing market time for many solutions, RAP’s products are intended to democratize artificial intelligence for most SMBs.

Raghuraman has been instrumental in conceptualizing RAP’s groundbreaking solutions, driving the vision for the product. Owing to his relentless efforts, RAP is breaking ground in the developed market besides competing with several leading global Intelligent Process Automation (IPA) platforms successfully. RAP’s IPA platform has processed over 10 million transactions to date.

AN EFFECTIVE TEAM PLAYER

Raghuraman believes that effective corporate governance begins with a consistent organizational strategy. While establishing the

company, he and his partners agreed not to restrict themselves in terms of selecting and partnering with top-tier auditors, enforcement firms, lawyers, and other professionals.

He does not interfere with operational issues, which are solely managed by the finance and legal departments of the company. This way, he ensures he has little impact on matters pertaining to best practices. He also immediately acknowledges sound expert advice in his team and does not prevent them from practicing emerging trends. He has given full freedom to his team to perform beyond what they think they are capable of performing.

He credits all his accomplishments to his team members who work tirelessly to make RAP a successful company. He never steps back from putting them in the forefront, allowing them to take on responsibilities. RAP’s positive work culture allows its employees to grow very fast and enhance their learning at a rate that they would have never imagined.

GIVING BACK TO SOCIETY

Raghuraman places a high emphasis on corporate social responsibility. Under his leadership, RAP provides its platforms to NGOs and religious charities for free or at a very low cost. Additionally, RAP has worked together with several organizations on pro bono projects for social causes.

He also devotes some of his time to educating individuals, mentoring students in his network, and collaborating with college students on employability and other industry-related activities. It is his way of giving back to society what he has learned from industry colleagues by exposing students to the knowledge so that they can become better individuals and secure jobs of their choice.

TOWERING ACHIEVEMENTS

Several awards and accolades have been bestowed upon Raghuraman in recognition of his achievements. He has been recognized as CIO Insider’s 10 Most Recommended RPA Solution Providers 2021.

Under his leadership, RAP has been recognized by several prestigious publications, viz., Analytics Insights Magazine’s “Top 10 Most Valuable Digital Transformation Companies” (in 2020), and CIO Review Magazine’s “Top 10 Most Promising Robotic Process Automation Solution Providers (2020).” What’s more, Raghuraman was also honored as the Best Young Manager in the year 2008 by Madras Management Association.



MOST INFLUENTIAL YOUNG LEADER

Mr. Bysani is a problem solver and takes a solution oriented approach to all challenges. Brainly is an online learning platform, and has more than 350 million monthly users from 35 countries. Given the scale of the brand, leading product Innovation is no easy feat. His work revolves around trying to find new ways to stay relevant in this ever-changing ed-tech industry. Naturally, a growing company faces new challenges almost every day. In the face of any challenge, Mr. Bysani tries to respond critically and act decisively.

Keeping a cool head and exploring all sides of any given problem help Mr. Bysani to tackle every issue head on. As a leader, his role is multi-dimensional since the teams look forward to learn from him. That is why Mr. Bysani takes this role very seriously. His aim is to unlock his team's true potential and to that end he tries to maintain a transparent work environment where no one feels discouraged.

SECRET TO SUCCESS

While there are no shortcuts to success, every leader has their own secret mantra that helps them achieve their goals. After Mr. Bysani joined Brainly in 2019, he has helped the company evolve from a single product offering to a multiproduct company by launching several new educational features. He has also been instrumental in scaling the app development that made it to the top ed-tech apps on App store and Google Play store in several countries. What is his secret recipe? Keeping a user-first approach!

Improving the lives of people around the world through the strategic use of technology has been Mr. Bysani's primary driving force. For instance, in the post-pandemic era school students had to adapt to the online mode of learning. While several apps and forums are available for learning, there is very little scope for social interaction. He led a development at Brainly where this gap was addressed.

Besides explanatory material and guidance from subject experts, students are also provided a space for peer-to-peer discussions, knowledge-sharing, and feedback. In another instance, Mr. Bysani and his team realized that students often face issues with solving complex mathematical problems, but there are no easy-to-understand solutions available online. He decided to address this by launching Math Solver, an AI-based tool on the Brainly mobile app. This tool gave students step-by-step guidance often accompanied by graphical/visual representation.

FUTURE-READY

Mr. Bysani is upbeat about empowering students on their learning journeys by providing them with access to free learning tools and resources. He plans to add more features that will enable students

"HE IS UPBEAT ABOUT EMPOWERING STUDENTS BY PROVIDING THEM WITH FREE LEARNING TOOLS & RESOURCES"

to learn freely. Recently, Brainly launched Brainly Tutor in the US, a one-on-one live tutoring product and Mr. Bysani is planning to extend this service to more countries. The future looks clear — his vision is to make Brainly a preferred online learning platform not only for the students but for parents and teachers as well.

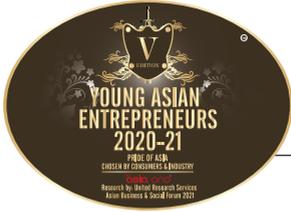
From using artificial intelligence tools to helping students connect with peers, Mr. Bysani has introduced various innovations. Under his guidance, the teams at Brainly work diligently to ensure that all aspirants get what they need to move on to the next level in their learning journey. Only a visionary leader like him can lead such futuristic and transformational changes across the board.



RAJESH BYSANI

LEADING THROUGH INNOVATION

Mr. Bysani is the Chief Product Officer at Brainly, an online learning platform. Previously, he has worked at Google, Redbus, Freecharge, and Zoomcar. In every role in his professional journey, he has led product innovation. At Brainly, he has been carrying out many impactful initiatives



YOUNG ASIAN ENTREPRENEURS

**“UNDER HIS LEADERSHIP, ROSSELL TECHSYS
HAS RECEIVED ‘THE BOEING SUPPLIER OF
THE YEAR’ AWARD TWICE IN 5 YEARS”**



RISHAB GUPTA

FRESH IMPRINTS IN AEROSPACE AND DEFENSE INDUSTRY

Rishab Gupta is the Director of Rossell India Limited and takes personal interest in Rossell Techsys, the Aerospace & Defense division of Rossell India Ltd., in Bengaluru. With an empathetic & vibrant approach, he has championed the growth of the unit into a successful integrated engineering & manufacturing entity

Rishab studied Business Marketing from Suffolk University, Massachusetts, USA. He had been quite keen from the very beginning to pursue his passion for aviation. Along with taking care of his father’s tea business, he visualized a business in the Aerospace and Defense sector, offering benchmark quality and unique value. Establishing Rossell Techsys in 2011, he began working to set the Rossell brand synonymous with quality in the field of aerospace manufacturing.

ACCOMPLISHING MULTIPLE GOALS

Rishab’s passion and pioneering vision set him on the path to accomplish new challenges. Once he established the company, he embarked on his mission to set up a highly skilled team to help him achieve his goals. The journey started with appointing a CEO who could meet his criteria of having a similar passion and zest to bring about innovations in the aviation business. Together with the CEO, he had envisioned achieving the first-decade milestone

of INR 150 - 160 crore revenue by the turn of 2021. Thanks to the dedicated teamwork and excellent management skills, the target was accomplished sooner than estimated- in the year 2020. He has now embarked on a high growth journey that includes expanding Rossell’s global footprint in the USA, Europe and in some countries in the East. With so much on the anvil, the company aims to attain revenue of INR 2000 crore, by the turn of the next decade.

ON AN UPWARD CURVE

With humble beginnings in a small nondescript building of 4,000 sq. ft., Rossell Techsys today has its office spread across 2,25,000 square feet. Efficiently continuing his exhilarating and truly gratifying journey, he looks forward to upholding the faith of his customers by working harder on his business. The company is never focused on commercials. It is always “finish and finesse” built on quality and in turn reinforcing credibility. He is a firm believer that credibility is the backbone for any successful business, the cornerstone for building higher value for customers and eventually tangible gains for shareholders.

BUILDING A BETTER TOMORROW

Besides accomplishing one business objective after another, Rishab ensures that they are in sync with nature and society. He believes that businesses need to be more responsible in how they treat the world, environment, resources and people. With the ‘Go Green’ initiative, the company instills awareness on conserving the environment. The company has been awarded the IGBC certification with the ‘Gold’ rating for its commitment to creating futuristic workspaces. Under the ‘Skill India’ program, the organization looks to strengthen employment in the region. By ensuring gender balance and work opportunities for the differently abled, the enterprise efficiently furthers its policy of inclusion. Apart from these initiatives, he has taken steps in the direction of welfare of the economically weaker sections of the society by tying up with NGOs to render healthcare services and education to the needy.

AWARDS AND ACHIEVEMENTS

M Rishab’s leadership skills and his drive for excellence have been recognized on many occasions. While he always knew his efforts would pay off, he may not have expected them to come together in such a huge way. He and his team were delighted to receive ‘the Boeing Supplier of the Year’ Award twice in 5 years. This makes them the only Indian company to have received this award, not once, but twice.



YOUNG ASIAN ENTREPRENEURS

Shilpa began her career with a jewelry manufacturing company in Bangkok after completing her degree in jewellery designing from SNTD in Mumbai. She was very clear about the fact that she wanted to pursue jewellery designing over fashion designing because she adores the detailed, delicate, and meticulous handwork that goes into creating jewellery pieces.

She relied on her instincts and judgment to put her business ideas into action. She also worked tirelessly to foray into the jewellery design industry, eventually developing her brand and establishing a thriving company based on her passion and knowledge in the field. All the struggles have helped her evolve into a motivated, confident and humble person.

INNOVATING EXCELLENCE

Shilpa claims that fear is the greatest impediment to success; thus, she never lets it get the better of her. The bold entrepreneur is never afraid of trying new things or experimenting with new ideas. She never sets limits for herself and is always looking for new opportunities to challenge herself. It is her courage and self-confidence that motivate her to stand strong even in the face of adversity.

She has always been optimistic about her aesthetic jewellery collections. She believes in her ability to innovate and create something truly extraordinary for her clients. A lot of thinking, planning, and hard work goes into each of her creations which does not cause her to question her ability or choices. Her collection "Aakriti" is an example of a unique collection that grew out of sheer curiosity.

Shilpa places a high value on quality and honesty in her work, ensuring that each piece she produces becomes a priceless possession for its owner. At the same time, she ensures that her eye-catching creations make her clients feel exhilarated.

As a business owner, Shilpa is always looking for new ways to provide value to her customers. In response to the current pandemic situation and rising gold prices, she created the affordable "Shagun" collection wherein lightweight gold pieces in gorgeous geometrical patterns highlight the contemporary trends welded with India's vibrant culture. She also emphasizes exceptional customer service to provide her customers with a one-of-a-kind purchasing experience.

The exquisite and delicate craftsmanship shown by Indian artisans never fails to fascinate her. Her collections – TARAASH" and "AAKRITI" – feature designs that reflect her unwavering commitment to ethnicity, values, and tradition. Her designs never fail to represent India's diverse cultures and art forms admirably. Additionally, she looks for beauty and inspiration in everything, even the tiniest detail of nature.

A compassionate entrepreneur, she supports some of the highly

***"A COMPASSIONATE ENTREPRENEUR,
SHILPA SUPPORTS SOME OF THE HIGHLY
SKILLED ARTISANS OF THE NATION"***

skilled artisans of the nation. Since many of them are falling behind in terms of technology and innovation, she works to empower them and provide them with more work and opportunity for growth.

GARNERING GLORY

Shilpa's designs have not only made an indelible impression on her clients, but also have helped her win multiple awards. Her first jewellery exhibition, which took place in Delhi, was a big hit. Many prestigious awards were bestowed upon her for her innovative designs, including the Best Jewellery Designer and Businesswoman award by India leadership awards. What's more, her endeavors have also earned her the prestigious "Women Entrepreneur of the Year" by National Excellence Award.



SHILPA MITTAL

SHINING BRIGHT WITH GLORY

Ms. Shilpa Mittal is a celebrity jewellery designer who is renowned for her impeccable and award-winning jewellery collections such as "Aakriti" and "Taraash." The Jaipur-based entrepreneur and fashion diva was also the winner of Mrs. India Universe in the year 2019



“UNDER HIS LEADERSHIP, THE GROUP ENTERED THE RENEWABLE ENERGY INDUSTRY, MAKING ALL JAYALAKSHMI GROUP PROPERTIES CARBON POSITIVE”

TEJAS NIRANJANI

SHAPING UP A SUSTAINABLE FUTURE

Tejas Niranjani, the Director of Jayalakshmi Group (JG), is a dynamic, results-oriented leader with a proven track record of performance forged over 12 years. Utilizing his insights and keen analysis, the young leader has taken the group to new heights of success by venturing into varied sectors

solutions to reduce carbon emissions while shifting to a clean energy economy. Under his proactive leadership, the group entered the renewable energy industry as a separate wing of JG, where it produced 2MW of wind energy for captive and non-captive use, thereby, reducing the group’s overall carbon footprint. This thoughtful initiative not only aided in the creation of a diverse portfolio for the firm but also contributed to the profitability of this segment of the business within the second year of its inception. His desire to create and offer the best real estate product led him to blend sustainability & efficiency in his designs, resulting in a one-of-a-kind customer experience for the clients. His green initiative has aided in the development of a brand image for sustainable office space design besides setting the standard for all future projects.

GARNERING GLORY

His passion for green energy has earned the group nationwide recognition. In 2017, JG was nominated for Design & Architecture Award 2017 by NDTV in the interior office category. In 2019, Tejas took charge of the most ambitious project to date: the development of a 5,00,000-square-foot tech park in Bangalore to be known as JTP (Jayalakshmi Tech Park). “We made this a Gold standard LEED certified project due to our strong interest in environmental sustainability,” he says. Around 350 trees will be planted inside the tech park as part of the project and ensure carbon positive environment.

EMPHASIZES STRATEGIC LEADERSHIP

Even though COVID-19 has impacted the real estate sector, the young leader focused on expanding into the co-working sector. Under his direction, JG began exploring the co-working segment in 2017, beginning with a 3,000 sqft pilot project that has now grown to a massive 63,000 sq ft and is still growing. His co-working space strategy was to cater to 90% MNCs and 10% start-ups, allowing the group to secure consistent revenue in a turbulent industry.

A BENEVOLENT SOUL

An accomplished business leader, environmentalist, as well as a philanthropist, Tejas never fails to stun us with his intriguing multifold characteristics. By making every aspect of the business sustainable, the leader has been driving positive change for all. He credits his success to his family members, who have always pushed him to follow his heart and value quality over profit margins.

After completing his Honor’s Degree in Mechanical Engineering from the University of Liverpool in 2010, Tejas joined his family-owned business Jayalakshmi Group, which has a strong foundation in commercial real estate, warehousing, and renewable energy sector. When he joined the group, they had roughly 50,000 square feet of commercial assets under management at the outset, with a couple of high-profile IT tenants. Between 2010 and 2014, with his unwavering efforts, Tejas built and added 90,000 sq ft. of assets with clients ranging from Fintech, Data Centers, Medical Research, and E-commerce. After establishing a foothold in the commercial realty sector, his flexible leasing strategies have helped JG to stay cash flow positive during these tough times. During the pandemic, it not only maintained a steady revenue without shrinking but also successfully increased its client base by 18%, resulting in a 22% rise in overall revenue.

A GREEN LEADER

Tejas is an ecologically concerned leader who seeks long-term



YOUNG ASIAN ENTREPRENEURS

Varis grew up in Vadodara, Gujarat (India). In 2011, he moved to Dubai (UAE) – the world’s most dynamic, future-forward business ecosystem. He possesses a Master’s Degree in Commerce & Business Administration, and a Bachelor’s Degree in Commerce.

The Certified Financial Planner is also a Wealth Manager, Investment Analysis & Portfolio Manager, Capital Market & Financial Market, Derivative & Securities, Mutual Funds Distributor & Insurance Advisor. Also, he has a CISI certification in UAE for rules & regulations for the Emirates Securities & Commodities Authority. He is also a Bloomberg Certified-Equity, Fixed income, Forex & Commodities professional.

FOCUSED ON STRATEGIC EXPANSION

Varis is the Founder of Fincasa Ventures and also plays a vital role in giving FINCASA Capital an international presence. In less than 5 years, it has grown from one office to five offices including main office in Dubai, Branch offices in Cyprus, Canada, Peru and Greece. Fincasa has partnered with His Highness Sheikh Juma Bin Ahmed Bin Juma Al Maktoum, Member of Ruling Royal Family of Dubai. Global Women Empowerment Summit 2019 was held under the patronage of His Highness Sheikh Juma, which was dedicated to the best female professional practices in the region. Fincasa Capital sponsored this event by supporting the “Woman everything” initiative. He believes that the firm’s incredible culture is the key to its ground-breaking success. The values-driven leader aims at developing and reinforcing a business model that cares equally for its clients, workforce, stakeholders as well as partners. His priority is to create and sustain a business model that inspires everyone in FINCASA to build a client-centered business.

RAISING THE BAR

Varis has over 15 years of global experience in developing & executing strategies in asset management, investments, & financial services. He demonstrates superior abilities in business development & management. He also has a strong skill set for investment banking, asset management, insurance, product & team management. The visionary leader is also known for his excellence-driven approach. His constant focus on excellence helps him raise the bar & maintain the quality of his work. He has extensive expertise in launching a variety of companies globally. He also fulfils his responsibility as the co-founder of Medley Capital & Key Investments. He promotes FDI & FII across North & Central America, the Caribbean, Europe, & the Middle East, & also specializes in cross-border international investment & investment migration. He is also a serial entrepreneur and has started investing in new companies including Hollywood films and also expanding Fincasa Ventures. He

“HE HAS 15 + YEARS OF GLOBAL EXPERIENCE IN EXECUTING STRATEGIES IN ASSET MANAGEMENT, INVESTMENTS, & FINANCIAL SERVICES”

is currently the board member in Medley Capital, Finco, FidentiaX, Bluechip Capital, Seguro Group, Arlo Associates, Key Investments, etc. What’s more, he also acts as a judge & an investor in various start-up events and competitions.

A SOCIALLY CONSCIOUS LEADER

Varis is equally passionate about FINCASA Capital’s approach to CSR. He regularly initiates numerous philanthropic activities across the globe. He believes that improving communities has a direct bearing on the success of the firm and its employees. He also holds that he has a duty towards the people he works with within the it. Apart from contributing to social welfare activities, he also designs and implements several CSR initiatives. He stands tall among his peers for his stellar contributions. He is indeed a leader who walks the talk.



VARIS SAYED

MAKING A GLOBAL IMPACT

Varis Sayed is the Co-Founder and Group CEO at UAE-based FINCASA Capital, a global financial advisory firm offering Citizenship and Residency Investment Immigration Solutions. Under his exemplary leadership, the organization has been continually witnessing colossal growth



**“HE INTRODUCED THE FIRST
EVER CUSTOMIZED EXPERIENTIAL
IMPLEMENTATION ROAD MAP AND THE
NATIONAL ITEACH CONTEST”**

VIKRAM NAGAICH

FACILITATING EXPERIENTIAL LEARNING THROUGH
E-DAC DIGITAL

Vikram Nagaich, the Founder and CEO of E-DAC Digital, is an innovator par excellence. He has not only redefined the education sector but has effectively strengthened, enhanced and expanded it by making education enriching, accessible and affordable to all

E-DAC DIGITAL – AN ENHANCED LEARNING SYSTEM

E-DAC Learning System (Now known as E-DAC Digital) was founded in 2016. Over a period of 5 years, it’s scientifically designed and structured curriculum enhanced the teaching and learning experience across 1,400 schools, touching the lives of 500,000+ children and aiding the teaching process of 40,000+ teachers. E-DAC Learning also uses the E-DAC Analytics System and E-DAC Parent Growth Initiatives. Mr. Nagaich also introduced the first ever Customized Experiential Implementation Road Map and The National iTeach Contest. It’s pioneer work in K8 Education led to being awarded as “Fastest Growing K8 Curriculum Company” at Global Educators Fest.

ADAPTING TO THE COVID-19 CRISIS

The COVID-19 pandemic has presented an unprecedented challenge to the education sector. Mr. Nagaich invested his expertise and rose to the challenge by transforming E-DAC with the launch of E-DAC Digital, a cloud-based e-School. Now described as the ‘brick school with a click-enabling affordable education for all students,’ the e-school helps teachers with all resources to initiate a superior online teaching experience in just 60 minutes. E-DAC Digital is creating safe, engaging and exciting online learning experience for students, which helps them develop conceptual clarity, application and problem-solving skills. Mr. Nagaich and his dedicated team have empowered schools to continue quality teaching – learning processes in pure online, hybrid mode or pure classroom mode, as per the situation and requirement of the time. The focus is on giving children the opportunity to learn through their environment, express themselves and continue to enhance their life skills in these tough times. The E-DAC Digital Summer Programme ‘Learning Safari’ has created a buzz with thousands of enthusiastic students across the country participating and showcasing their creative skills. Online teaching has also been enhanced by platforms like ‘Powerclass’ and ‘Teacher Skills Enhancement Programs.’

WELL-DESERVED RECOGNITION

The education ecosphere has been greatly enriched by the expertise, vision and transformational initiatives of Mr. Nagaich. His journey of redefining the learning structure to bring out the inherent potential in each child and teacher is appreciable. His efforts have been acknowledged and E-DAC Digital was awarded with ‘Most Promising e-School Platform’ in 2021.

Mr. Nagaich, an alumnus of IIT Kharagpur (one of the most prestigious technical institutes in the country), began his professional journey in 2001. He has a rich and varied work experience of over 18 years across diverse streams in the education and technology sectors. For almost 9 years, Mr. Nagaich played a pivotal role in developing and designing software. It was then that he realized his passion for education could be fueled by his technical expertise and entrepreneurial acumen. Thus, he began a passionate journey into the field of education. He started his first venture, Innovate Edu in 2009, which was designed to enhance the teaching and learning experience in engineering colleges in India. He developed a cloud-based, technology-enabled classroom that aided online lectures with high-end 2D and 3D multimedia animations. He multi-managed product design, development and sales as well as marketing at Innovate Edu. Three years later, he shifted his focus to transform K-8 education.



YOUNG ASIAN ENTREPRENEURS

Mr. Prakash has always been inclined towards contributing to the advancement of the healthcare sector in India. He has over 16 years of experience working across multinational organizations in the Asia Pacific region. He has extraordinary capabilities in business development and follows an analytical as well as methodical approach. A business leader with an excellent work history, he has successfully set up two factories in Sydney and Melbourne each. His firms have recruited over 2,000 staff for diverse corporate houses.

LEADING BY EXAMPLE

It was on a visit to India that Mr. Prakash noticed a widening gap between the people belonging to rural backgrounds and good medical services. Although the healthcare facilities have improved over the years, the rural areas are largely underserved. Apart from being a motivated entrepreneur, he is also a changemaker who strives hard to construct a better world for all individuals. With the innovations at Cartula Health India, he aspires to offer medical support with the help of best-in-class applications and technological tools.

Mr. Prakash noticed that in India, 75% of medical care visits are to private providers of which 62% are in metros. He also realized that private medical care is costly, almost unregulated and inconsistent in terms of quality. Also, seeking private medical care is unreasonably expensive for the rural population. Through Cartula, Mr. Prakash aims to fill this void in the healthcare space.

He believes that a better healthcare future can be made available for everyone through collective contribution. Cartula's advanced applications and equipped arrangements provide telemedicine solutions that have been designed with a level of sensitivity. In the times to come, the company wishes to provide services like blood donation centers, emergency vehicles, pathology and a lot more. All these services will be accessible through the Cartula application. In the next five years, he visualizes millions of people utilizing these applications and carrying on with sound lives, which he views as an extraordinary accomplishment on a personal level.

OFFERING SKILL-ENHANCING PROGRAMMES

Mr. Prakash is extremely passionate about tutoring university undergraduates, showing them new abilities and offering help to them. He also offers student internships for providing additional support. Through his established network in esteemed organizations based in Sydney, he also embraces work in helping individuals with disabilities. He considers this as his social responsibility.

He works intimately with both Australian and Indian colleges and universities to put up a multi-cultural backdrop for studying, empowering students to encounter different and new situations.

***"UNDER HIS GUIDANCE, CARTULA INDIA
HAS EXCEEDED A TURNOVER OF 500K
IN ITS FIRST 2 YEARS OF OPERATIONS"***

He has been offering skill-enhancing projects and temporary positions to over 2,000 specialists. These efforts are targeted to provide ample job opportunities for as many people as possible.

DRIVING GROWTH

Under his guidance, Cartula India has seen tremendous growth by exceeding a turnover of 500K in its first 2 years of operations. He has worked towards establishing eminent corporate relationships with some of the top names in the corporate world. He has managed projects from companies such as Fuji Electric, Sharp, Samsung, Nestle, Siemens, and JVC among other important names.



VIMAL PRAKASH V.

REMODELLING THE INDIAN HEALTHCARE INDUSTRY

Mr. Vimal Prakash V. is the Co-founder and Chief Executive Officer of Cartula Health India. Established in 2019, it is a part of the house of Cartula International, an organization offering services in the healthcare sector worldwide



FASTEST **GROWING LEADERS** 2020-21

In a dynamic milieu, growth is considered prestigious, and quick & sustainable growth even more prestigious. Though all leaders pursue quick growth, some of them stand out because of their notable approach, vision and actions. These are the leaders who give precedence to quality, collaborative networking across regions, and innovations in manufacturing & processes. The minor differences in their functioning and manner of pursuing excellence invariably result in major differences in the form of superior products & service that results in amplified success. Respecting their persistent and constructive endeavours and their unique contributions towards quick organizational growth, AsiaOne Magazine has created a distinguished list of Fastest Growing Leaders, offering stimulating insights into their invigorating journeys



Anil Kejriwal

Garnering Glory in the Pharmaceutical Sector

Mr. Kejriwal is the Founder of I2Cure, an Iodine-based broad-spectrum microbial which provides defensive care against various viruses & bacteria. His effective product helps in reducing the likelihood of contracting fatal diseases



UTILIZING CHEMISTRY FOR SOCIAL WELFARE

A Chemical Engineer from the 1974 batch of IIT Kanpur, Mr. Kejriwal mentions that although he never stepped into the actual field of chemicals, he always wanted to achieve something in the area and give back to society. It was when he learnt about Dr. Jack Kessler's ideas on molecular Iodine and how it can help in building immunity that he thought of developing this product and bringing it to the public.

A FOCUS ON COMBATING DISEASES

Having identified the potential of Iodine as a life-saver, Mr. Kejriwal recognized that it could be used to treat many illnesses such as Tuberculosis and Tinea as well as other diseases that are caused by fungus. Though the I2Cure solution was developed keeping in mind these diseases, after the COVID-19 pandemic began, the team identified its benefits in eliminating the corona virus as well. The product kills 99.9999 percent of viruses in 20 seconds.

STRENGTHENING THE DEFENSE SYSTEM

I2Cure is a revolutionary product that creates a protective shield through its application around the nostrils, lips and the palms. This way, it ensures an increased level of protection from different viruses, bacteria and fungi. The goal of the product is to bring down the fatality and occurrences of disease.

Accompanied with measures like wearing a mask and maintaining social distancing, I2Cure is surely on the path to becoming a 'way of life' in the current pandemic situation. Mr. Kejriwal's efforts combined with the knowledge of an efficient team of doctors and researchers have certainly led the way towards a robust health defense mechanism for the entire world.

A TEAM LEADER WITH A DIFFERENCE

A real pioneer in India's financial landscape, Mr. Mukherjee has extensive expertise in seeding new businesses. The people-focused leader attributes the fast-paced growth of Wishgames11 to the efforts of his diligent team. Like a true leader, he prefers delegating tasks and giving his team the freedom to come up with new solutions. He accomplishes this by holding interactive sessions with every employee of the organization.

He has always been fascinated by undaunting spirit of the people who struggle to earn a living. Empowering people is what inspires and motivates him. To that end, the leader has generated a lot of jobs by launching companies in the financial markets, the IT industry, and the insurance aggregator business.

ON A NOBLE MISSION

Mr. Mukherjee is a compassionate leader. He believes that providing social services to our society, particularly to the poor and downtrodden, is the moral duty of any organization. Under his direction, the Wisdom Group runs SERVE (Street family Empowerment by Reducing Vulnerable Environment), an NGO that addresses the issues of the poverty-stricken segment of society, in order to further this cause. SERVE participates in a variety of campaigns, including medicine distribution, free empowerment projects, and food stalls for daily wage earners, to name a few.

Mr. Mukherjee was named "India's Inspirational Leader" by White Page International in 2020. Owing to his unwavering efforts, Wisdom Capital bagged the 'Best Brand Award' at the Uttar Pradesh Brand Leadership Awards 2021 organized by World Marketing Congress. What's more, his firm has been recognized as "One of the 20 Most Promising Capital Market Solution Providers for 2019."

Deb Mukherjee

The Quiet Achiever

Mr. Deb Mukherjee is the Founder & CEO of Wisdom Group, comprising Wisdom Capital, Wisdom Tree Ventures, Wisdom CRM & Wisdom Policy. Wishgames11, a popular fantasy gaming platform, is the result of his endeavors





M. Revanth

Setting New Benchmarks for Quality Education in India

The Managing Director of Ravindra Bharathi Group of Schools, Mr. Revanth has been ably leading the Group, which has under its purview Ravindra Bharathi School, Ravindra Bharathi Global School & Ithaka International School



HIS EARLY YEARS

Mr. Revanth is the brain behind the Ravindra Bharathi School, Nellore in Andhra Pradesh. He studied at the Indus International School Bangalore and completed his graduation and post-graduation (MBA) from ICFAI. As a student, he was quite punctual and studious. He actively participated in elocution competitions, group discussions and other events conducted at school.

TURNING HIS DREAMS INTO REALITY

Under the able guidance of the school's Chairman Mr. M.S. Mani, Mr. Revanth works with a vision to promote excellence in education. He has been keenly involved in the affairs of the school right from when he started his educational journey. An enthusiastic learner, he has participated in teachers' workshops and various other programmes and has also visited many national schools. He has had the opportunity to accompany the students of Ravindra Bharathi Global School and coordinate with NASA (USA), during which he interacted with the former Indian President Dr. A.P. J. Abdul Kalam.

A dedicated leader, Mr. Revanth does not leave any stone unturned in transforming ordinary school-going kids into extraordinary leaders of tomorrow. His vision is to establish the Ravindra Bharathi Group as a leading educational institute that offers a technology-driven learning experience to its students, enriches their knowledge, and also instills a high level of confidence in them. He works towards the goal of giving wings to the thoughts of the young minds. His ultimate aim is to balance integrity and humility with the best global practices within the Indian education system. He is of the view that school is the most significant factor in shaping the future of students and intends to bring out the best in every child.

A VERSATILE & EXPERIENCED INDUSTRY EXPERT

The entertainment industry is a labyrinth of paths, only a few which lead to success. While there are no guarantees to being successful in the entertainment business, the right guidance can surely act in your favor. This is exactly where Vijay fits right in. A versatile and experienced industry expert, he is often referred as the first bollywood business coach. As a professional, he has keen understanding of business priorities. He is passionate about helping people in the entertainment and media businesses. In his career he has helped many individuals to start their journey in the entertainment industry.

A RESERVOIR OF TALENT

Vijay started his journey with theatre and later moved to the Ram Gopal Varma's Film Factory as an assistant. He went on to start his own company VK Media – a production house, events and talent management company. Vijay packs in specialized skills of project planning & execution, strategic planning, enhancing profitability, productivity and efficiency across various industries. He has worked with some of the biggest names like Zee Entertainment Enterprise Limited, Reliance BIG Entertainment, Balaji Telefilms, Star Networks, Viacom 18, Sony Networks, Blue Marlyn Pictures France, ZDF TVGermany, Rattling Sticks London among many others. At each of these companies he has led varied strategic business roles and has been intrinsic to the overall growth of the brand. Not many know that Vijay is a state-level chess player and has won many accolades for the same. Staying in this industry, the bollywood bug did bite him and he made his debut as an actor in 2011 in a Ram Gopal Varma film – Shabri. He hasn't acted since but has made his presence felt in the industry nevertheless.

Vijay Kadechkarr

The Master of All Trades

Vijay is the man behind all the glitz and glamour. A bollywood business coach, event and talent management expert and an industry veteran. He is an inspiration to many others who want to make a mark in the glamour world

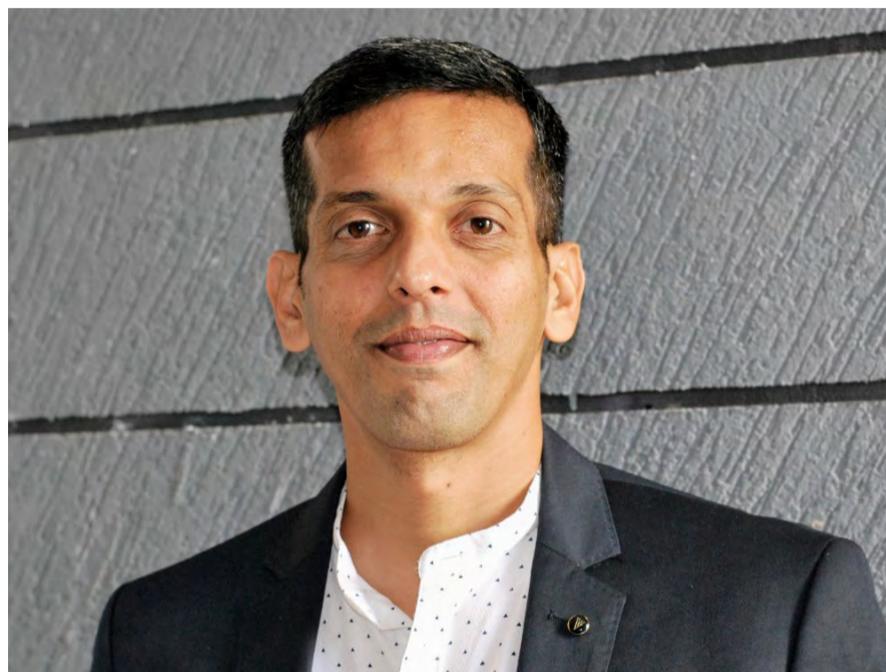




Vijayaraghavan Venugopal

Pioneering Sports Nutrition

Vijayaraghavan Venugopal is the CEO of Fast&Up, a firm that offers products curated to cater to the nutritional needs of athletes. Under his able leadership, the firm has been bringing the best nutraceuticals to sportspersons



THE GAME-CHANGING CAREER MILESTONE

Mr. Venugopal started his first job at Dr. Reddy's API division as a management trainee but later joined Lupin. It became the turning point of his career and helped him make the great strides as a professional. He owes his capabilities to the effective training he received at Lupin. His observations in the lab made for an enriching experience.

He lived up to different professional roles brilliantly. However, the opportunity to manage and head Fast&Up became the highlight of his career. Since then, he has been zealously involved with the development of the company in India and setting new benchmarks of excellence in the field.

OPEN TO NEW LEARNINGS

Mr. Venugopal holds a degree in Mechanical engineering and an MBA — two disparate fields with no connection to pharmaceuticals & nutrition. That is why he was awe-struck when he first began working at a pharmaceutical firm. Yet, being someone who adapts to the new challenges easily, he moved ahead confidently and learned some valuable lessons in business development and global interactions. In a field that was a witness to dynamically changing times, his learnings helped him pave his way forward positively.

FUTURE GOALS

Mr. Venugopal is optimistic about the reception the brand shall receive in America and parts of Europe, where it is gaining a steady and swift momentum. After the successful foundation laid in Italy and India, Mr. Venugopal and team are further confident about the brand's growth and a high recall value. As a young and dynamic leader, he has set inspiring goals and continually strives to achieve them.

A VISIONARY THROUGH AND THROUGH

Mr. Sharma has revolutionized broadband services by continually introducing distinguished models and strategies. His focused efforts have brought forward the exceptional vision to provide the best to their customers through an 'always on high-speed internet'. By coining the new brand identity - ONE - for the Group's internet business, he pushed on the idea of having superior internet services for the entire family. He has rightly been termed as a stalwart of the telecom sector due to his unique abilities in reviving businesses from scratch. He has made significant efforts to steer OIL towards becoming India's fastest expanding ISP (Internet Service Provider).

With the nation witnessing an insatiable demand for a superior and steady internet experience, the telecom sector has the onus of providing the best services. To augment a better use of the technology, it is important that it reaches the country's far-flung areas. Mr. Sharma recognized this need for digital inclusion & launched the One Express Wi-Fi in the Dharavi, Mumbai, which empowers users with 2GB data for 30 days, free of cost.

AWARDS AND ACCOLADES

For his incessant efforts towards making the internet more reliable & affordable, Mr. Sharma has received many accolades. The most coveted on the list of awards is the 'Launch of the Year, 2019', which the firm received for its Dharavi project, along with 'My India, Wi-Fi India' Awards by Digi Analysis in 2019. Owing to his remarkable planning & management, OIL has received the Telecomlead.com 'Innovation Leaders Award' in 2019 for taking broadband connectivity to regions that were not connected to the urban locations. One OTT iNTERENTAINMENT was ranked among the Top 5 ISPs of India for 2020. The company has also been awarded the 'Emerging Company of the Year' in 2019.

Yugal Kishore Sharma

Innovating Excellence in the Telecom Sector

Mr. Sharma is the CEO of OIL (ONEOTT iNTERENTAINMENT Ltd.) and the Director of OneMahanet iNTERENTAINMENT Pvt. Ltd. Having joined the organization in 2016, he has given a much-needed facelift to Hinduja's telecom services



URS
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Jury Council



Himanshu Rai

Professor Himanshu Rai is the Director of IIM Indore. Under his leadership IIM Indore got the triple crown accreditation of AMBA, AACSB and EQUIS making it one of the 90 odd institutions in the world to have the honor. He is spearheading multiple initiatives at IIM Indore to create significant social impact and address challenges faced by the country. Prior to this he has been the Dean of SDA Bocconi India campus, Professor at SDA Bocconi, Milan, and has taught at IIM Lucknow and XLRI. He is an alumnus of IIM Ahmedabad and KREC Surathkal. He specializes in Negotiation and his core teaching areas include Human Resource Management, wherein he focuses on Negotiation; Mediation; Arbitration; Strategic HRM; and Leadership. His book titled "Negotiation" published by McGraw Hill Education is a bestseller on Amazon. He frequently conducts training programmes and workshops for executives as well as bureaucrats around the world. He had a stint of more than 8 years at Tata Steel, India, where he played a pivotal role in developing Quality Systems for his Departments and the Communication Policy for the Company. His TEDx talk on "Ethical Leadership: Lessons from the Vedas won him several accolades the world over. As the Convener of CAT 2010, he successfully led the largest format change in world's testing history exceeding all global standards of testing. Through his initiatives gender and educational background parity was achieved by IIMs. He has published extensively, and his current areas of research include Negotiation, Ethical Leadership, Cross Cultural Issues, Management and Religion, Spirituality, Gender, and Influence Tactics. He has trained over 20,000 professionals, both in the private sector as well as the government. Some of his training interventions include helping Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie to develop a training module on "Ethics and Anti-Corruption Strategies" for all Indian Administrative Services officers across career phases. A connoisseur of Sanskrit literature, he has also written about and given discourses on Indian and Western philosophy, which he avidly studies. Professor Himanshu has trained over 20,000 professionals, both in the private as well as the government sector.





Sunil David

Sunil David has 25 years of experience in the IT and Telecom industry. Sunil is currently the Regional Director (IOT) for AT&T India based in Chennai. Sunil is responsible for building and executing the IOT strategy for India and the ASEAN regions, working on building a partner ecosystem for AT&T in the area of IOT devices, platforms and applications and on working on a number of marketing initiatives to help build the AT&T brand in the IOT space. Sunil has spoken at a number of Industry forums (CII, IAMAI, Cyber Media, NASSCOM, ASSOCHAM, Geospatia, IET organized) and Educational institutions including IIT Delhi in the past year and a half on topics related to IOT, Cyber Security and Digital Transformation. He has also written an article of Digital Transformation which was published in the annual edition of the Communications Today which was published in the May-June 2018 edition. Apart from his responsibilities with AT&T, Sunil is part of the FICCI TN Tech Panel and CII TN Manufacturing Panel working on initiatives to drive digital technology adoption within the Industry and Governments in Tamil Nadu. Sunil has been recently inducted into the IET IOT India panel, Telecom Working Group whose charter is multifold-multifold - to work with Academia to promote IOT and have curriculum that covers IOT, liaise with Govt bodies to create IOT awareness and support in policy creation, gather and mentor startups in the IOT space and participate in local conferences where relevance of IOT can be presented and awareness created. Sunil is also in the Advisory board of a Start up based in Chennai that is focused on Skills development and Cyber security services, training and consulting. He is also part of the NASSCOM Diversity and Inclusion Council, Chennai Chapter working on various initiatives to bring a greater awareness among Corporate India to build a Diverse & Inclusive workforce. He had a brief stint with Telstra India from Nov 2015 to Dec 2016 for a little over a year as their Country Sales Director responsible to grow the Enterprise business in India. He was also part of the Telstra India Senior leadership team.



Dr. Amita Srivastava

Currently helming the position of a Director at Brencis Centre for Research Training and Consultancy (BCRTC) in Ghaziabad, India, Dr. Amita Srivastava is a well-known expert in the fields of Management Philosophy, Strategic Management, Human Resource Development, Quality Systems, and Human Values. A gold medalist in her area of expertise, Dr. Srivastava has experience spanning more than 25 years in areas of Research, Training, Consultancy, Teaching, and Administration in Management. She has conducted many FDPs and MDPs. She has done assignments for some leading Institutions of National and International repute like IIM-(Lko), Nuvia (UK), UNIDO, Central Defence Academy, Syndicate Bank, IBA, Semi-Conductor Complex Ltd., ABCL, Kirloskar Brothers, WPIL Ltd., Jaipur Stock Exchange, KRIBHKO, etc. She has also been the Chief Editor for a management journal called Attitude and has been functional in organizing many national and international conferences. She has widely experimented with new approaches to learning and creativity. She helped many SMEs to organize the structure and processes of the organization, institutionalize innovative methods of work and inculcate healthy organizational Culture. She was instrumental in turnaround of many SMEs. She had successfully experimented in using Indian thoughts in management policies. She has held many responsible positions in leading Management Institutions. She is also holding honorary position as Prime Facilitator at Spandan- Foundation for Human Values in Management and Society. She has received many awards and accolades for her work in management Science. She had been jury member of various academic competitions conducted by management Schools. She is involved in board of studies of leading management Institutions and Universities. Dr. Amita is in advisory panel of prestigious The Center for Applied Social Sciences Research (CASSR). She is an active member and office bearer of various professional groups like Ghaziabad Management Association, Higher Education Management Forum, Management Teachers Consortium, Punjab Management and Commerce Education, World Wide Management Consultants, Professors in Management Studies, H.R and Talent Management Executives and Harvard Business Review.

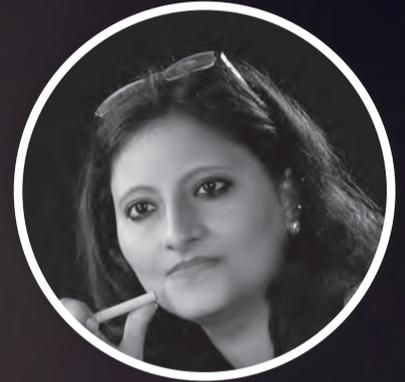
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SANDEEP KUMAR



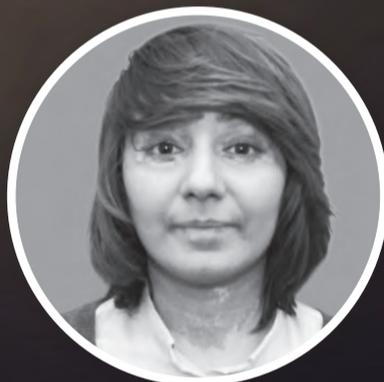
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MEENAKSHI KAKRAN



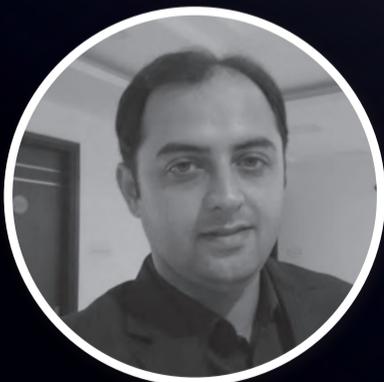
INDERJEET JAIN



ROMISA HASSAN



ALISH PEKHA



ROHAN GULATI



RICHA SANG

14th Edition

ASIA AFRICA BUSINESS & SOCIAL FORUM **AGENDA**

ASIA-AFRICA BUSINESS & SOCIAL FORUM

DATE: FRIDAY, 27TH AUGUST 2021

DRESS CODE: FORMALS

VENUE: <https://ibentos.com/asiaafrica2021>

MORNING SESSION:

- **9:00 TO 11:00 AM: REGISTRATIONS**
- **11:00 TO 11:10 AM: WELCOME SPEECH & INTRO TO AWARDS & SUMMIT**
- **11:10 AM TO 11:50 PM: AWARDS SET 1 (KNIGHTS OF HONOUR; BMVP; MOST INFLUENTIAL LEADERS; GLOBAL ASIAN / INDIAN / AFRICAN, PERSON OF THE YEAR)**
- **11:50 TO 12:10 PM: PANEL DISCUSSION ONE: BUSINESS & ECONOMY**
- **12:10 TO 12:50 PM: AWARDS SET 2 (GREATEST BRANDS & LEADERS; WOMEN EMPOWERMENT, 40 UNDER 40)**
- **12:50 PM TO 1:10 PM: KEYNOTE SPEECHES & SPONSOR PRESENTATIONS**
- **1:10 TO 2:00 PM: AWARDS SET 3 (GREATEST BRANDS & LEADERS; WOMEN EMPOWERMENT, 40 UNDER 40)**
- **2:00 PM ONWARDS: THANKING NOTE**

EVENING SESSION:

- **4:00 TO 6:00 PM: REGISTRATIONS:**
- **6:00 TO 6:10 PM: WELCOME SPEECH & INTRO TO AWARDS & SUMMIT**
- **6:10 TO 6:50 PM: AWARDS SET 1 (KNIGHTS OF HONOUR; BMVP; MOST INFLUENTIAL LEADERS; GLOBAL ASIAN / INDIAN / AFRICAN, PERSON OF THE YEAR)**
- **6:50 TO 7:10 PM: PANEL DISCUSSION TWO: SOCIAL CAUSE**
- **7:10 TO 7:50 PM: AWARDS SET 2 (GREATEST BRANDS & LEADERS; WOMEN EMPOWERMENT, 40 UNDER 40)**
- **7:50 TO 8:10 PM: KEYNOTE SPEECHES & SPONSOR PRESENTATIONS**
- **8:10 TO 9:00 PM: AWARDS SET 3 (GREATEST BRANDS & LEADERS; WOMEN EMPOWERMENT, 40 UNDER 40)**
- **9:00 PM ONWARDS: THANKING NOTE**



INDIA INR 5500 | UAE AED 300 | SINGAPORE SGD 125 | HONG KONG HK\$ 350
 QATAR QAR 300 | KUWAIT KWD 24 | OMAN OMR 35 | BANGLADESH BDT 6500
 SRI LANKA SLR 10500 | SAUDI ARABIA SAR 275 | CHINA ¥ 550 | INDONESIA IDR 1150000
 THAILAND THB 3000 | SOUTH AFRICA ZAR 1000 | MALAYSIA RM 400

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