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11TH ANNIVERSARY
EDITION

ACHIEVERS' WORLD

Exploring Excellence...

INSPIRATIONAL
SUCCESS
STORIES OF
GRIT AND
DETERMINATION

Achievers
share heroic
'atmanirbhar' tales

CELEBRATING BRILLIANCE

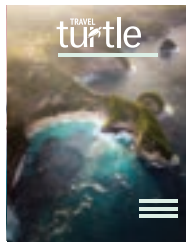


PADMA AWARDS
IN RECOGNITION
OF DISTINGUISHED
ACHIEVEMENTS



FILMFARE AWARDS
RECOGNISING
TALENT AND
ACCOMPLISHMENT

TRAVEL turtle



MAGAZINE



SUPPLEMENTS



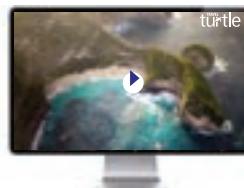
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EXTRAORDINARY PEOPLE EXTRAORDINARY ACHIEVEMENTS

In just over 180 days, India's cumulative vaccination coverage has exceeded the 404 million mark. When the first dose of the vaccine was given to a health worker at AIIMS Delhi, the country had become the first major developing nation to kick-start the world's biggest vaccination programmes. By the end of July, the Central Government aims to cover 250 million priority people. This issue of Achievers' World has a story on how India took the lead by developing two vaccines and then true to its philosophy of *Vasudhaiv Kutumbakam* has supplied vaccines to other countries of the world.

We profile five little-known Padma Award winners for 2021. They are achievers who, with their extraordinary grit and determination, reached the pinnacle of success in their chosen field. From Padma Shri Jaswantiben Jamnadas Popat who began her entrepreneurial journey with Rs 80 to establish Lijjat Papad to the legendary artist Padma Shri KC Sivashankar who illustrated Vikrama Vetala series in Chandamama magazine, there are three other Padma winners about whom we talk about in this issue.

The race to stay at the top of the world when it comes to the billions is fast heating up with French investor-art collector-businessman Bernard Amault and family up there with \$186.3 billion with founder-CEO of Amazon, Jeff Bezos a close second with \$186 billion. We get you to know a bit more about the top 10 richest men in the world.

In this issue, we also get you up, close and personal with one of the most respected film awards in India, the Filmfare Awards, which honours artistic and technical excellence in movies. The world knows and praises artistes and performers who sizzle on the screen but the ones we get you to meet here are the backbones of cinema. These include sound designer Kaamod Laxman Kharade, costume designer Veera Kapur Ee, dialogue writer Juhi Chaturvedi and a couple of more.

The COVID-19 pandemic may have given us all distress and dismay but then achievers never stop. Through their hard work and dedication, they ensured that even in challenging times when the business graphs were dipping and people losing jobs, they refused to let their guard down. Instead, they faced the adversities head-on to become a source of inspiration for others. In this issue, we bring you such Top 50 individuals and organisations. These are people from all walks of life who were part of a web summit organised by India Achievers' Forum and had shared their "atmanirbhar" tales.

Happy reading!

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SHREYA KAURA

With the first dose given to a health worker at AIIMS Delhi, India had become the first major developing country to begin the world's biggest COVID-19 vaccination programmes earlier this year. It was on January 4 that the Drugs Controller General of India (DCGI) approved two vaccines against COVID-19 - Covishield developed by the Serum Institute of India (SII) and Covaxin by Bharat Biotech for restricted use in emergency situations. The DCGI approved these vaccines after it examined the recommendations of the Subject Expert Committee (SEC) of the Central Drugs Standard Control Organisation (CDSCO).

As on June 30, India's cumulative Covid vaccination coverage exceeded 33.54 crore. The government aims to cover 250 million "priority people" by the end of July. But experts say that the pace of vaccination has been slow and unless the drive is scaled up, the target could be missed. And with the second wave of COVID-19 hitting the world with vengeance, more and more people are demanding the vaccination be given to all irrespective of their age. The government had initially planned to conduct vaccination drives age-wise.

The vaccine production was ramped up amid the deadly second wave which peaked in April-May. Apart from the two Indian vaccines - Covishield and

MISSION COVID SURAKSHA

As on June 30, 2021, India's cumulative Covid vaccination coverage exceeded 33.54 crore. The government aims to cover 250 million "priority people" by the end of July but experts feel the pace of vaccination has been slow and needs to be accelerated.

Covaxin – and Russia's Sputnik V (developed by Dr Reddy's Lab in association with Russia-based Gamaleya National Centre.) currently available in the country, two billion doses of the local version of Novavax (called Covavax), being produced by Serum Institute of India, will also be made available soon. As per the information available, Novavax was found to be more than 90 per cent effective in a late-stage US-based clinical trial.

Further, the government has also ordered 300 million doses of another vaccine from Indian firm Biological E, the first Indian private vaccine-making company. The vaccine, developed in collaboration with US-based Dynavax and Baylor College of Medicine, has not yet received emergency approval.

But, it is in the key

third phase of clinical trials and is likely to be available in the next few months.

The government has also given approval to Indian pharma company Cipla to import Moderna vaccine, which has shown nearly 95 per cent efficacy against COVID-19. "The new drug permission for restricted emergency use is now in operation," says a Health Ministry official, adding that the aim is to vaccinate all Indians by the end of this year – this though seems a bit difficult considering the shortage of doses and vaccine hesitancy among people. Vaccines made by Pfizer and Moderna may also be available in India soon.

This apart, there are some other pharma companies which too are in the process of developing vaccines against COVID 19. These are in different stages of trials to test safety and efficacy. Ahmedabad-based Zydus-Cadila is developing ZyCov-Di vaccine. Pune-based Genova has made India's first mRNA vaccine, HGCO19, in collaboration with Seattle-based HDT Biotech Corporation. It has done so by using bits of genetic code to cause an immune response. Besides,





Bharat Biotech is also developing a nasal vaccine.

Let's talk about the two Indian vaccines

Covishield is a Recombinant Chimpanzee Adenovirus vector vaccine, which encodes the SARS-CoV-2 Spike (S) glycoprotein with technology transfer from Astra Zeneca-Oxford University while Covaxin is Whole Virion Inactivated Corona Virus Vaccine developed by Bharat Biotech in partnership with Indian Council of Medical Research (ICMR) and National Institute of Virology (NIV). The company received the virus seed strains from ICMR and NIV and the vaccine is developed on the Vero cell platform.

Covishield is made from a weakened version of a common cold virus (known as an adenovirus) from chimpanzees. It has been modified to look more like coronavirus - although it can't cause illness. When the vaccine is injected into a patient, it prompts the immune system to start making antibodies and primes it to attack any coronavirus infection.

Covaxin is an inactivated vaccine which means that it is made up of

killed coronaviruses, making it safe to be injected into the body. When administered, immune cells can still recognise the dead virus, prompting the immune system to make antibodies against the pandemic virus.

Both the vaccines follow two dose-regimens and can be stored

Both Covishield and Covaxin have been exported so far - some in the form of 'gifts', others in line with commercial agreements signed between the vaccine makers and the recipient nations

at 2°C-8°C. As per the DCGI, Covishield is 70.42 per cent effective and Covaxin is 'safe and provides a robust immune response'. Covaxin has an efficacy rate of 81 per cent.

With the vaccination drive going on in full swing, both the companies have sought funds from the Central Government to ramp up the produc-

tion. A government-appointed inter-ministerial panel on vaccine manufacturing visited the manufacturing facilities of both the Bharat Biotech and the Serum Institute to review the production status.

Renu Swarup, Secretary, Department of Biotechnology, has said that the government is ready to provide assistance under the Covid Suraksha scheme. Swarup emphasised the scheme is meant to support the research and development of coronavirus vaccines. Mission Covid Suraksha was launched by the Central Government in November 2020 to help accelerate the development of approximately five-six vaccine candidates and ensure these are brought closer to licensure and introduction in the market.

Meanwhile, true to its philosophy of Vasudhaiv Kutumbakam, India is also supplying the vaccine to a large number of countries across the world. It has shipped tens of thousands of free doses of COVID-19 vaccines to several countries under "vaccine diplomacy". It sent 64 million doses of vaccines to 84 countries in Latin America, the Caribbean, Asia and Africa. The recipient countries include the UK, Canada, Brazil and Mexico.

Both Covishield and Covaxin have been exported so far - some in the form of "gifts", others in line with commercial agreements signed between the vaccine makers and the recipient nations, and the rest under the Covax scheme, which is led by the World Health Organisation (WHO) and hopes to deliver more than two billion doses to people in 190 countries in less than a year. The foreign ministry says India will continue to supply vaccines all over the world after taking into account domestic requirements and international demands and obligations.



IN RECOGNITION OF EXTRAORDINARY TALENT

The Padma awards recognise achievements in all fields of activities or disciplines where an element of public service is involved. It is given in three categories: Padma Vibhushan (for exceptional and distinguished service), Padma Bhushan (distinguished service of higher order) and Padma Shri (distinguished service).

We profile five lesser-known awardees this year



PADMA SHRI MOUNTAINEER

ANSHU JAMSENPA
SPORTS

The first woman in the world to scale the summit of Mount Everest twice in a season, Anshu Jamsenpa hails from Bomdila in Arunachal Pradesh. The Indian mountaineer is also the fastest double summiter to do it within a period of five days. Not this alone, Jamsenpa is also the only woman to do fastest double ascents of the highest crest in the world. She is also the first Indian wom-

an to scale Mount Everest on five occasions and the first woman as well as the first mother to complete double ascents twice.

Awarded the country's fourth highest civilian award, the Padma Shri in 2021, it was on May 12, 2011 that Jamsenpa stood atop the Mount Everest for the first time. Two years later, in 2013, she summited the Mount Everest during the 2013 North East

India Everest Expedition which was led by Surjit Singh Leishangthem.

On achieving the rare honour of standing atop the 8848 m peak, the Arunachal Pradesh government recommended her name for the Tenzing Norgay National Adventure Award. And on September 25, 2018, President Ram Nath Kovind presented the nation's highest adventure award for 2017 to Jamsenpa for adventure. Not only this, she has been awarded Woman Achiever of the Year 2011-12 award by the Federation of Indian Chambers of Commerce & Industry (FICCI) in Guwahati in June 2012. A year before, the talented mountaineer was conferred the CNN-IBN Young Indian Leader Award. She was given with the Tourism Icon of the Year Award by the Arunachal Pradesh government in 2017 and has been conferred PhD by Arunachal University of Studies for her achievements in the field adventure sports. The mother of two daughters, Jamsenpa is married to Tsering Wange, the president of Arunachal Mountaineering and Adventure Sports Association.

On April 2, 2017, Jamsenpa started her Everest climb from Guwahati after taking the blessings the 14th Dalai Lama. It took her 38 days to acclimatise with the region's weather at the 17,600 ft Everest Base Camp and on April 4, she began her main journey. And on May 16, Jamsenpa unfurled the Indian National Flag as she stood atop the highest peak on the planet with 17 other climbers. Three days later, on May 19, she began her second gruelling trek with Nepali climber Furi Sherpa, hiking continuously till around 10 in the night. Jamsenpa began climbing early the next morning, only taking a brief break before the final summit hike. She reached the apex finally at 7.45 am on May 21.

It was with a borrowed amount of Rs 80 that Jaswantiben Jamnadas Popat began her entrepreneurial journey, ably helped by with six others. Over six decades later, Lijjat Papad, which the now 91-year-old Jaswantiben started back in 1959, has become a household name. Jaswantiben was awarded the Padma Shri Award in the trade and industry category in 2021.

Initially started in Girgaum area of Mumbai, not only did Jaswantiben created an international brand, she also opened up an avenue for thousands of women who achieved financial independence by working with Lijjat. In an interview with a news magazine, Jaswantiben had recalled that making and selling papads back then was a desperate measure to supplement the family income. That it slowly turned into a business ven-



PADMA SHRI

JASWANTIBEN JAMNADAS POPAT
TRADE AND INDUSTRY

ture was something she had never dreamt of.

One of the world's oldest cooperatives that supports women through employment opportunities, the company was christened Shri

Mahila Gruha Udyog Lijjat Papad but renamed Lijjat Papad in 1962. 'Lijjat' means tasty in Gujarati. Initially, these women including Jaswantiben made papads on the terraces of their homes and sold four packets to a businessman. As the demand increased, the group began supplying it on a larger scale to other regions.

Today, Lijjat Papad employs around 42,000 women in over 60 branches and is exported to the USA, Singapore, England, the Netherlands and Thailand. With a turnover of over Rs 800 crore, this women-centric business majorly employs rural women who happen to be illiterate but are highly skilled.

The organisation believes in collective ownership and the philosophy of Sarvodaya meaning universal uplift or progress for all.

So passionate was legendary artist KC Sivasankar about his art that even at 92 years of age with swollen hands and loads of pain that he kept drawing. To reduce the pain, he wrapped a cloth around the wrist to prevent swelling. For over six decades, KC illustrated the famous children's magazine, *Chandamama*. The nonagenarian artist, who passed away on September 29, 2020, was conferred the Padma Shri posthumously in 2021. He was best known for illustrating the Vikrama Vetala series.

Founded by filmmakers B Nagi Reddi and Chakrapani in 1947, *Chandamama* was originally published in Telugu and later it got translated in 13 Indian languages. In 1952, Nagi Reddi hired Sivasankar in 1952 where the genius artist created the



PADMA SHRI

KC SIVASANKAR
ART (POSTHUMOUS)

sword-wielding King Vikram carrying the Vetala corpse across his shoulder in the decade of 60s.

Born in a village in Erode, Tamil

Nadu, Sivasankar moved to Chennai as a 10-year-old where his arts teacher discovered his special talent in art. The child prodigy was always told by his drawing teacher that he was better than the master. In an interview, Sivasankar said that after he finished school, he was admitted directly into the second year of a five-year art degree course at reputed School of Arts as he was better than his peer group. In fact, the then principal DP Roy Chowdhury was surprised with the brush technique Sivasankar used.

It was after completing his art course from the Government Art College that he joined *Kalai Magal* (Tamil) magazine where he worked for almost five years. Thereafter, he joined the *Chandamama* aka *Ambulimama* magazine and the association lasted 60 long years.

Often termed as the master magician of 20th century theatre, Peter Brook is known in India for adapting the Indian epic, the Mahabharata into a stage play in the mid-1970s. First performed in 1985, the original stage play being nine hours long and toured the world over four years. It was reduced to under six hours for a TV miniseries the same year. It was further reduced to around three hours for a DVD and theatrical release. The 96-year-old was conferred with the Padma Shri in 2021 for his work in the field of arts.

Le Mahabharata had 21 actors from 16 different countries including classical dancer Mallika Sarabhai in the role of Draupadi. This was the first occasion when the epic was adapted, first for theatre and thereafter made into a feature film.

The New York Times in an article



PADMA SHRI

PETER BROOK
ART

in 1985 noted “overwhelming critical acclaim” and that the play “did nothing less than attempt to transform Hindu myth into universalised art, accessible to any culture”. On the other side, a number of post-Colonial scholars challenged the claim to uni-

versalism and accused the play of Orientalism.

Born in London’s Turnham Green area of Chiswick on March 21, 1925, Brook was the second son of Lithuanian Jewish immigrants from Latvia – Simon Brook and his wife Ida (Jansen) and was educated at Westminster School, Gresham’s School and Oxford’s Magdalen College. He was in his teens when he directed his maiden production. He followed it up with another one at the Chanticleer Theatre in 1945 with a revival of *The Infernal Machine*. He directed *King John*, his first Shakespeare play in 1945, for the Birmingham Repertory Theatre. Two years later, in 1947, he worked as an assistant director on William Shakespeare’s *Romeo and Juliet* and *Love’s Labour’s Lost* at Stratford-upon-Avon.

It was back 1996 when he caught a man stealing burnt wood from a cremation ground that the idea of forming an NGO to cremate unclaimed bodies come to the mind of Jitender Singh Shunty. Over the last two-and-a-half decades after Shunty started the Shaheed Bhagat Singh Seva Dal (SBSSD), the NGO has cremated innumerable unclaimed bodies and immersed the ashes according to the Hindu and Sikh religions. For his untiring and selfless work in the field of social work, Shunty was conferred with the Padma Shri in 2021.

Even during the period of lockdown due to COVID-19, the former MLA from Shahdara and his team of volunteers conducted funerals of the loved ones of people who couldn’t afford the last rites due to financial



PADMA SHRI


JITENDER SINGH SHUNTY
SOCIAL WORK

constraints.

In an interview to a leading news daily a few years back, Shunty had commented that people in Delhi

spend crores on marriages but choose not to spend even a penny for the unknown. The NGO also provides blood free of cost to the needy, organises blood donation camps and provides free ambulance service. SBSSD also works in the field of disaster management. Today, SBSSD has 22 volunteers and 18 hearse vans and ambulances.

Born in August 1962 in Delhi, Shunty began his political career as an independent councillor from Jhilmil ward but joined the Bharatiya Janta Party (BJP) in 2008. Thereafter, he contested for the councillor elections from Jhilmil ward of the East Delhi Municipal Corporation and won. In 2013, he contested the Delhi Assembly elections from the Shahdara constituency and won with a comfortable margin.



ON
TOP
OF THE
WORLD

With an estimated total net worth of \$8 trillion, there were reportedly 2,095 billionaires on Earth in 2020. Of this amount, the top 10 wealthiest people in the world account for \$1,153 billion, or roughly 14.41%, which is impressive when you consider that they represent around 0.48% of billionaires. We profile the top 10 richest people on earth



#1 Bernard Arnault & Family

\$186.3 billion (LVMH)

French investor, art collector and businessman Bernard Arnault is the chairman and chief executive of world's largest luxury goods company, LVMH Moët Hennessy – Louis Vuitton SE. Born on March 5, 1949, Bernard was educated at the Lycée Maxence Van Der Meersch in Roubaix, and the Lycée Faidherbe in Lille. After graduating from France's leading engineering school, École Polytechnique, in 1971, Bernard worked for his father's company. His art collection includes works by Picasso, Yves Klein, Henry Moore and Andy Warhol.

Bernard became the richest person in the world of fashion in April 2018 and briefly surpassed Jeff Bezos to become the richest person in the world in December 2019 and then again in January 2020. However, the pandemic ironically proved costly as the sales of luxury goods dipped and his wealth shrunk by \$ 30 billion but he managed to pull himself up and on May 24, 2021, he became the wealthiest man.

#2 JEFF BEZOS

\$186 billion, Amazon

American business magnate, media proprietor and investor, Jeff Bezos is the founder and CEO of the multinational technology company, Amazon. Born on January 12, 1964 in Albuquerque, New Mexico, USA, Jeff was first raised in Houston and then in Miami. After graduating from Princeton University (1986), Jeff holds a degree in electrical engineering and computer science. Between 1986 and early 1994, he worked on Wall Street in a variety of related fields.

It was on a cross-country road trip from New York City to Seattle in late 1994 that Jeff founded Amazon, as an online bookstore. Ever since, it has expanded to a wide variety of other e-commerce products and services, including video and audio streaming, cloud computing, and artificial intelligence. At present, Amazon is the world's largest online sales company, the largest Internet company by revenue, and the world's largest provider of virtual assistants and cloud infrastructure services through its Amazon Web Services branch.



#3 ELON MUSK

\$147.3 billion (Tesla/ SpaceX)

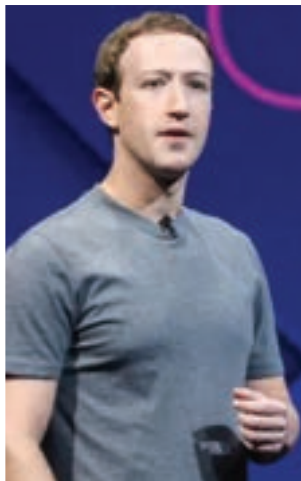
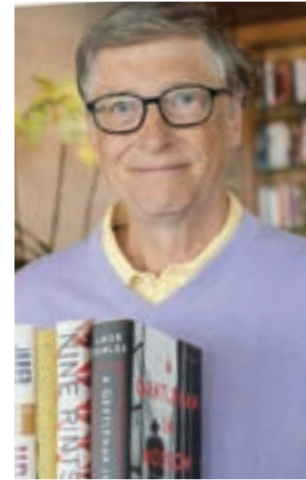
Entrepreneur and business magnate Elon Musk is the CEO, founder and chief engineer at SpaceX; an early stage investor, CEO and product architect of Tesla Inc and the founder of The Boring Company as well as the co-founder of Neuralink and OpenAI. Born to a Canadian mother and South African father on June 28, 1971 in Pretoria, Elon went to University of Pretoria briefly. At 17, he moved to Canada and attended the Queen's University after which he took transfer to University of Pennsylvania from where he received a bachelor's in physics and economics. In 1995, he co-founded web software company, Zip2 which was acquired by Compaq four years later. The same year, he co-founded X.com, an online bank which merged with Confinity to form PayPal in 2000. Two years later, he founded SpaceX. In 2004, he joined Tesla Inc (then Tesla Motors Inc) as chairman and product architect and became his CEO in 2008. In 2016, he co-founded neurotechnology company, Neuralink.

#4 BILL GATES

\$125.5 billion (Microsoft, but diversified)

American business magnate, investor, software developer, philanthropist and author Bill Gates is the co-founder of Microsoft Corporation. Born on October 25, 1955, Bill was raised in Seattle, Washington, Bill was just 20 when he formed Microsoft Corporation with childhood friend Paul Allen in Albuquerque, New Mexico.

Bill remained the chairman and CEO until January 2000 when he stepped down as CEO, but still remained the chairman of the board of directors and became the chief software architect. Gates switched over to a part-time role at Microsoft in June 2008 and dedicated himself at the Bill & Melinda Gates Foundation, the private charitable foundation he and his wife, Melinda Gates, established in 2000 on a full-time basis. Since 1987, Bill Gates has been included in the Forbes list of the world's wealthiest people. He held the Forbes title of the richest person in the world every year between 1995 and 2017, except from 2010 to 2013.



#5 MARK ZUCKERBERG

\$114.7 billion (Facebook/Instagram)

American internet entrepreneur, media magnate and philanthropist, Mark Zuckerberg is the co-founder of Facebook Inc and works as the chairman, CEO and controlling shareholder. Also the co-founder of Breakthrough Starshot, the solar sail spacecraft development project, Mark was born in White Plains, New York on May 14, 1984. He went to Harvard University where, from his dormitory room, he launched Facebook social networking service in February 2004 with his college roommates - Eduardo Saverin, Andrew McCollum, Dustin Moskovitz, and Chris Hughes. Though the website was launched at only a few college campuses, it went beyond colleges in no time. And in four years, it had over a billion users. Mark has been named as one of the 100 most influential people globally as part of the Person of the Year award by the Time magazine since 2008. In fact, he became the world's youngest self-made billionaire at the age of 23, in 2007.

#6 WARREN BUFFETT

\$108.7 billion (Berkshire Hathaway)

The Chairman and CEO of Berkshire Hathaway and one of the most successful investors in the world, Warren Buffett is an American business magnate and philanthropist. Born in Omaha, Nebraska, Warren started taking interest in business and investments in his youth. Before he took transfer and graduated from the University of Nebraska at 19, he entered the Wharton School of the University of Pennsylvania in 1947. After graduating from Columbia Business School, he attended New York Institute of Finance to concentrate on his economics background and soon after began various business partnerships. It was in 1956 that Warren started Buffett Partnership Ltd. Over time, his company acquired Berkshire Hathaway, a textile manufacturing firm. Often referred to as the "Oracle" or "Sage" of Omaha by global media, Warren is a notable philanthropist and has pledged to give away 99 percent of his fortune to philanthropic causes, primarily via the Bill & Melinda Gates Foundation.





#7 LARRY ELLISON

\$102.3 billion (Oracle)

The co-founder, executive chairman and Chief Technology Officer of Oracle Corporation, Larry Ellison is a business magnate and investor who owns Lanai in the Hawaiian Islands, the 41st largest island in the USA. Born in New York City on August 17, 1944, he was given to his mother's uncle and aunt for adoption when nine months old. After attending South Shore High School in Chicago, he got admission to University of Illinois at Urbana – Champaign as a pre-med student. He then attended the University of Chicago for one term, studying physics and mathematics. At Chicago, he encountered computer design for the first time. He moved to Berkeley, California in 1966 as a 22-year-old.

He got influenced by Edgar F Codd's research on relational database design for IBM while working with Ampex. This was the beginning of what later became Oracle, a successful database vendor to mid- and low-range systems.



#8 LARRY PAGE

\$100.2 billion (Google)

Best known as one of the co-founders of Google, Lawrence Edward Page is an American computer scientist, internet entrepreneur and business magnate. Between 1997 and

August 2001, he was the CEO of Google and again between April 2011 and July 2015. Thereafter, he became the CEO of Alphabet Inc, a post on which he remained till December 2019. Larry is also the co-creator and namesake of search ranking algorithms for Google, PageRank.

#9 SERGEY BRIN

\$97.1 billion (Google)

Together with Larry Page, Sergey Brin co-founded Google. An internet entrepreneur, computer scientist and business magnate, Sergey was born in Moscow in the Soviet



Union on August 2, 1973 but his parents – father, Mikhail, a retired mathematics professor and mother, Eugenia Brin, a researcher at NASA's Goddard Space Flight Centre – immigrated to USA when he was six. After attending elementary school at Paint Branch Montessori School in Adelphi, Maryland, Sergey received further education at home.



#10 AMANCIO ORTEGA

\$89 billion (Inditex)

The wealthiest clothing merchant and the richest person in Europe, Amancio Ortega co-founded Inditex, an organisation popular for the Zara Fashion chain. Ortega owns 60% stakes in Inditex that has eight different brands including Massimo Dutti and Pull & Bear. It runs around 7,500 stores across the world. The Spanish businessman was born in Leon on March 28, 1936. At the age of 14, he left school and shortly after that found a job at a local shirtmaker. He founded Confecciones Goa to sell quilted bathrobes in 1972 and three years later, opened the first Zara store with his wife in 1975. Zara was part of the Inditex group in 2009, of which Ortega owned 59.29%. Apart from over 6,000 stores included Zara, Massimo Dutti, Oysho, Zara Home, Kiddy's Class, Tempe, Stradivarius, Pull and Bear and Bershka. He prefers keeping a low profile and until 1999, no photograph of Ortega was ever published. Ortega doesn't like wearing formals and shuns the necktie.



THE LADY IN BLACK

ONE OF THE MOST RESPECTED FILM EVENTS IN INDIA, THE FILMFARE AWARDS HONOUR ARTISTIC AND TECHNICAL EXCELLENCE IN THE HINDI-LANGUAGE FILM INDUSTRY OF INDIA

Did you know that The Clares or the Clare Awards was the original name of the Filmfare Awards when it was first introduced in 1954 by the Filmfare magazine of *The Times of India* group? It was named after *The Times of India* film critic, Clare Mendonca who had died the same year. While Meena Kumari won the

best actress for *Baiju Bawra*, Dilip Kumar got the best actor for *Daag* in the first year of these awards. Music director Naushad Ali won the best music award for *Tu Ganga Ki Mauj* for *Baiju Bawra* while Bimal Roy got the best director and best film for *Do Begghe Zamin*. The maiden awards function was held on March 21, 1954

at Metro Theatre of Mumbai.

For the first awards, Hollywood actor Gregory Peck was invited to be the guest of honour. Unfortunately, his flight from Colombo got delayed and he could not make it to the awards ceremony. But Peck did attend the banquet the same night at Wellington Club (Gymkhana) in Mumbai.

While the winners were decided by the readers of Filmfare from all over India in the first two years, a dual voting system was developed in 1956 wherein both public and a committee of experts voted the winners. This was in contrast to the National Film Awards decided by a panel appointed by Indian Government.

The Filmfare Awards honour artistic and technical excellence in the Hindi-language film industry. In addition to the flagship event, Filmfare has variants – Filmfare Awards South for South Indian cinema, Filmfare Marathi Awards for Marathi cinema and Filmfare Awards East for eastern Indian cinema. In 2017, the Short Film category was introduced to the Filmfare Awards, with *Khamakha* winning the People's Choice Award for Best Short Film. Other short films like *Chutney*, *Matitali Kusti* and *Taandav* won awards as well.

Apart from being the most coveted awards in the film industry, the Filmfare Awards are also famous for its statuette, often termed as *The Black Lady* or *The Lady in Black*. It depicts a woman with upraised arms as in a dance number with fingers touching. Generally made of bronze, weighing around five kilos and 46.5 cm tall, the statuette was originally designed by NG Pansare under the supervision of *The Times of India's* art director Walter Langhammer. However, in the 25th year of these awards, the statues were made in silver while the 50th year saw the statues in gold.

Only a few transformations were made to The Black Lady till 2012 but in 2013, the trophy was given a 3D look as the organisers felt it necessary to move with the times in these days of technological advancements.

At the 2021 Filmfare Awards, Irrfan won the best actor in a leading

role (male) award for *Angrezi Medium*, best actor in a leading role (female) went to Taapsee Pannu for *Thappad* which also won the best film award. The best actor in a supporting role (male) went to Saif Ali Khan for *Tanhaji: The Unsung Warrior* while Farrokh Jaffar won the best actor in a supporting role (female) for *Gulabo Sitabo*. The best lyricist award went to Gulzar for song *Chhappak* for the movie by the same name and Pritam won the best music album award for *Ludo*. Raghav Chaitanya was declared winner in the best playback singer (male) category for *Ek Tukda Dhoop (Thappad)* while Asees Kaur took home *The Black Lady* in the best playback singer (female) category for *Malang* in the movie by the same name.

The world knows and praises artistes and performers who sizzle on the screen but the ones we meet here are the backbones of a movie.

Juhi Chaturvedi dawned on the Hindi film industry when she wrote the script for *Vicky Donor* in 2012 and took home the Filmfare Award for Best Story. So well written was the script that people sat up and took notice of this new face on the Bollywood horizon. Juhi followed it up with *Piku* in 2015 for which she won the National Film Award for best original screenplay and best dialogues as well as the 2016 Filmfare Award for best screenplay. Three years later, *October* happened and then came *Gulabo Sitabo* for which Juhi took home *The Black Lady* for best dialogues.

Born Lucknow, Juhi graduated from Lucknow College of Arts & Crafts and worked as a freelance illustrator with the Lucknow edition of *The Times of India* to begin with. She



JUHI CHATURVEDI
DIALOGUES (GULABO SITABO)

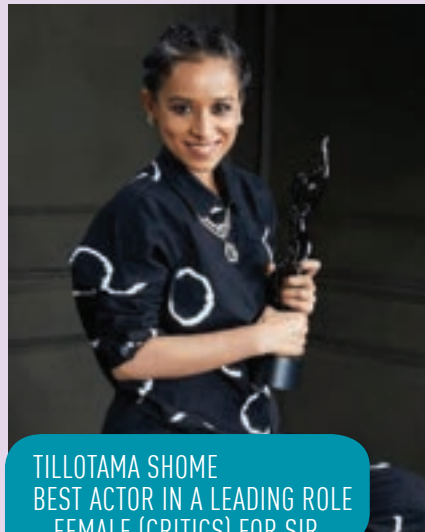
then moved to Delhi in 1996 to join O&M as an art director. Three years later, she shifted her base to Mumbai, working in the same organisation. Then came a stint with McCann and later with Bates, both in

Mumbai where she worked as the creative director. During this period, Juhi worked with filmmaker Shoojit Sircar, working on ad films for reputed brands. Though she penned the dialogues for Sircar's second movie, *Shoebite*, with Amitabh Bachchan in the lead, the movie never saw the light of the day. Thereafter, she joined as an executive creative director with Leo Burnett Mumbai.

In all her scripts, Juhi has brought characters one usually finds around to life. The way she weaves these characters around situations is certainly credible. Juhi opines that as all of us live amid chaos of our relationships and are surrounded by people, living in noise, one needs to introduce humour in our lives as it is the best defence mechanism in personal life.

Three years back, Tillotama Shome returned home empty-handed from the 63rd Filmfare Awards ceremony. Nominated in the Best Actor in a Supporting Role (Female) category for her role in *A Death in the Gunj*, Tillotama lost out to Meher Vij who took home The Black Lady for *Secret Superstar*. But Kolkata-born Tillotama came up with a stellar performance, this time shining in her character as a maid from rural Maharashtra who sees Mumbai as a chance to begin a new life to win the Best Actor in a Leading Role – Female (Critics) for *Sir*.

A graduate from Delhi's Lady Shri Ram College, Tillotama was a part of Arvind Gaur's Asmita Theatre Group before she moved to New York in 2004 for a Master's in Educational Theatre at New York University. During this period, she taught theatre to murder convicts at



TILLOTAMA SHOME
BEST ACTOR IN A LEADING ROLE
– FEMALE (CRITICS) FOR SIR

a high security US prison and after some outstanding projects in New York, she returned to India in May 2008.

To her credit, Tillotama has some iconic roles in movies across the world – as Alice in Mira Nair's

Monsoon Wedding, as Deepa in Florian Gallenberger's *Shadows of Time* (Schatten der Zeit), as a nun in Claire McCarthy's *The Waiting City*, as a social worker in Italo Spinelli's *Gangor* and as Mrs Ahmadi in political thriller *Shanghai* by Dibakar Banerjee apart from working in Qaushiq Mukherjee's *Tasher Desh*. She has also worked in *Little Box of Sweets* by Meneka Das, *Long After* (short film) by Afia Nathaniel and *Butterfly* by Tanuj Chopra. Her stellar performance as a girl who is raised as a boy in *Qissa* won her the best actress title in the New Horizons Competition of the 7th Abu Dhabi Film Festival (ADFF), sharing the title with Norwegian actress Julia Wildschutt.

Tillotama recalls it was after watching Piyush Mishra do a one-man show at LSR that she decided on entering the field of acting.

It was Abhishek Chaubey's *Ishqiya* (2010) starring Naseeruddin Shah, Vidya Balan and Arshad Warsi that brought musician-turned-civil engineer-turned-sound engineer Kaamod Laxman Kharade fame and the prestigious National Film Award at the 58th National Film Award. Since then there has been no looking back for Kharade whose forte is sync sound recording (production sound mixing), sound designing, music production and acoustic design.

Kharade, an FTII (Film and Television Institute of India) graduate (2002-05), has been working in the professional audio industry as a sound designer and sound engineer since 2004. A

FTII, he was an overall topper of education, winning the Dolby



KAAMOD LAXMAN KHARADE
BEST SOUND DESIGN (THAPPAD)

Scholarship of GBP600 from DOLBY London Labs. He was also sent to a film school in Nairobi through the FTII Council and Ministry of I&B, Government of India, to pen scripts

and make short films on social issues and cultures. The ace sound designer says the days at FTII helped him broaden his knowledge about music production and also got him many accolades as well as awards.

Before he reached FTII, Kharade completed his primary school education from Ahmedabad's Shri Samarth Vidya Mandir and then went to a residential junior college days. It was during this period he learnt sitar from late Pundit Sudhir Phadke and took lessons of guitar from Upendra Laxmeshwar. Kharade gives Ahmednagar Backstage Artists Association the credit for helping him hone his creative skills and giving him a point of view about theatre and drama as a performing art.

Before he turned director with *Tanhaji: An Unsung Warrior* in 2020, Om Raut worked as a writer-director for New York-based MTV Networks. Raut had gone to NYC to do his postgraduation in films from Syracuse University in NYC. After that stint, Raut returned to India. Sometime later, he became the creative head of DAR Motion Pictures and then produced *City of Gold* And *Haunted* (3D). Raut won the Filmfare trophy for the best director for *Tanhaji: The Unsung Warrior*.

Raut's directorial debut, Marathi film *Lokmanya: Ek Yugpurush* (2015) was based on social reformer and freedom fighter, Bal Gangadhar Tilak. The movie received innumerable awards and accolades. It was the maiden production of Neena Raut Films which he co-founded with his mother. It had earned him the Filmfare Award for Best Debut



OM RAUT
BEST DIRECTOR (TANHAJI: AN UNSUNG WARRIOR)

Director. Raut, a bachelor degree holder in electronics engineering from Shah & Anchor College of Engineering in Mumbai, is currently

working on his Hindi historical film, *Adipurush*, an adaptation of the *Ramayana* with superstar Prabhas in a leading role.

Up next from Raut is mythological film, *Adipurush* with Prabhas as Rama, Kriti Sanon as Sita and Said Ali Khan as Ravana. Raut feels whenever attempts a movie based on a historical figure, there is added responsibility on his/ her shoulders. He opines that if some movies have distorted common belief and facts, it can't be generalised that any one based on historical characters or events will face a backlash. In an interview, Raut was quoted as saying: "If you keep your heart in the right place and keep the sanctity of the characters you are dealing with intact, the chances of error are going to be minimal. I know I won't do any wrong. I won't be able to go home if I do something against my faith."

If one were to ask you the common thread between Bollywood movies *Pari*, *Piku*, *Bharat*, *Bulbbul*, *Phillauri*, *Pink* and *Gulabo Sitabo*, what would your answer be? If you haven't been able to guess it, here's the answer – the costumes in all these movies have been designed by Veera Kapur Ee. For close to two decades now, Kapur has been getting the right costumes to the characters onscreen which as she says in a recent interview: "have a much more direct impact than we realise in the film's narrative." For *Gulabo Sitabo*, Veera won Filmfare Award for the best costume design.

Veera began her professional career as an assistant director in an advertising production house where she says that she learnt a lot under Shoojit Sircar. In 2007, she got an opportunity to work with Dolly



VEERA KAPUR EE
BEST COSTUME DESIGN (GULABO SITABO)

Ahluwalia on Partition and it was here that Veera realised costumes interested her no ends. Thereafter,

she only pursued costume designing.

The woman who has designed costumes for over 750 ad campaigns feels simple characters are more complicated to dress as there is a conflict if the look is too simple or not. Relatability, feels Veera, is most important. Also important is reading and understanding the story and the script, she avers. "My job requires me to bring characters to life. Make them a genuine person with a backstory, and a lot of that expression can be done through clothes. So I understand the director's vision to find out the nuances of the character and after that, we work on references," Veera shared in an online interview.

Veera has admitted in a few interviews that Hindi Medium has been her most interesting projects till date.



ACHIEVERS WHO INSPIRE THE WORLD



India is a land of customs, traditions and values. We have inherited immense abilities and calibre from our forefathers. Putting this hard work into professional careers is impeded by predicaments and barriers. Indian Achievers' Forum (IAF) is a platform that recognises people, who even after going through harsh avenues, have set a benchmark in society and have brought to the table the idea of perpetual diligence. The recognition is not constraint to a single domain or sector rather excellence in any field is what IAF looks for.

The rapid growth and development of Indian economy has increased the need for a common platform where all the sections of society can discuss the major issues of Indian economic growth. IAF's manifesto adheres to developing and sharing ideas, opinions and knowledge on the key issues.

IAF also brings together individuals, entrepreneurs, businessmen, educationists, activists and professionals on a common platform and honour them for their exceptional work with Indian Achievers' Awards in different categories. Once bequeathed with the awards, the winners and their stories are featured in the *Achievers' World* magazine which then goes to a wide range of readers pan-India and overseas which eventually motivates others. The publication has been pioneering the cause for over a decade-and-a-half.

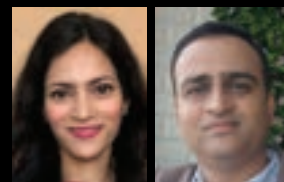
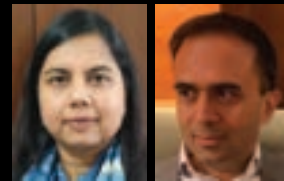
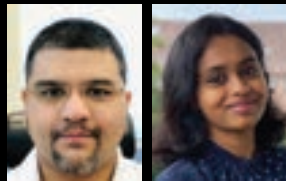
COVID-19 has given distress and dismay to all. Manifestly, achievers never stop. Recently, IAF organised a web summit where in people from all walks of life participated and shared their heroic "Atmanirbhar" tale. The Atmanirbhar Bharat Summit and Awards was named after the self-reliance campaign of the Indian government that laid emphasis on contributions of individuals, personnel and organisation to promote self-dependency. The guests who attended the summit were General (Retd) V K Singh, Minister of State for Road Transport and Highways, KJ Alphons, Member of Parliament, Ashutosh Sharma, Secretary, Department of Science and Technology, Government of India, Rear Admiral (Retd) Shekhar Mital (Member of Public Enterprises Selection Board, Shyam Jaju, ex-Vice President, BJP and Dr. Ajay Garg, Director, Ministry of Electronics and Information Technology). The event was applauded well by the viewers.

Indian Achievers' Forum has been carrying the legacy for the past 21 years now and vows to continue to do so. Achievers that bring laurels to their families, mentors, field of work and most importantly, our country India, are who the Forum celebrates.

Here, we bring to you Top 50 individuals and organisations who, even during the challenging times of COVID-19 pandemic when the business graph was dipping and people were losing jobs, refused to let their guard down. Instead, they faced the adversities head-on to become a source of inspiration for many others...

ACHIEVERS' WORLD

Exploring Excellence...



INDIANTM ACHIEVERS' AWARDS

India's Most Coveted Award For
Outstanding Achievements Since 2000

Winners



YOUTHFUL ENERGY AND PASSION FOR EXCELLENCE



DR RAGHAVPAT SINGHANIA
MD, JK CEMENT LTD

The young MD was instrumental in charting the company's strategic roadmap, thus helping the organisation to be ready for the future

He is among the youngest managing directors of India across the manufacturing sector. Exuding compelling and rich experience, Dr Raghavpat Singhania is a seasoned professional in the grey and white cement industry. An avid researcher, who became a businessman par excellence at 36, in the domain of new building products and materials, Dr Singhania is a gentleman brimming with youthful energy and wisdom.

Starting at JK Cement Ltd (JKCL) in 2007 as a special executive, Dr Singhania received training under industry stalwart, late Yadupati Singhania. As years passed, he learnt the expertise of the trade and was soon helping the company's transformation journey. The young MD was instrumental in charting the company's strategic roadmap, thus helping the organisation be ready for the future.

The milestones that JKCL has achieved under Dr Singhania are phenomenal. In pursuit of the company's aspirations to expand and grow, it has ramped up its installed grey cement capacity to 14.7 MnTPA — making it one of the top most cement manufacturers in the country. JKCL is the foremost manufacturer of wall putty globally and the international third-largest manufacturer of white cement. He has spearheaded the company's foray into international markets with the setting up of the subsidiaries — JK

Cement Works (Fujairah) FZC and JK White Cement (Africa) Ltd.

Dr Singhania is a man known for his passion to explore new possibilities arising out of consumer insights and need gaps— thus leading the diversification and augmentation of the company's product portfolio comprising innovative building material solutions. He believes in the strength of building strong and enduring brands, a testament to which are the marquee brands of JKC WhiteMaxX and JKC WallMaxX achieving the coveted title of Superbrand for two years, consecutively. According to Dr Singhania, people are an organisation's strongest asset and form the foundation of a company's growth and development. Such values and the organisation's culture of trust, meritocracy and empathy have earned JK Cement the Great Place to Work certification, two years in a row.

Conscious of the responsibilities owed to society, Dr Singhania deems that quality education and vocational training for youth are an integral part of nation building. He holds youth and their future close to heart and some institutions giving shape to his vision are Yadupati Singhania Vocational Education Foundation, Sir Padampat Singhania University, LK Singhania Education Centre, LK Singhania Public School and LA Education Centre.

A person true to his ideals and gifted with astute business acumen, Raghavpat is a leader to watch out for.



UPGRADING CONVICTION TO MATCH EVERYONE'S DESTINY



SUJATA DUTTA
SENIOR VICE PRESIDENT, _VOIS,
VODAFONE

She contributes to technology and social communities as a speaker and panelist for multiple industry summits and conferences

Sujata Dutta, with over 23 years of extensive IT experience across multiple domains has generated numerous businesses opportunities, maximised customer NPS and revenue by delivering high quality products and built award-winning customer relationships.

Sujata's educational background includes Master of Technology (MTech) from Indian Institute of Science, Bangalore, and Bachelor of Engineering (BE) from Kolkata University. As Senior Vice President and Head of Testing of _VOIS, Sujata has brought together the industry's most compelling vision, strategy, solutions, partnerships, and expertise into a single integrated powerhouse. She plays a strategic leadership management role influencing senior stakeholders across the globe.

With international and multi-faceted leadership experience, Sujata identifies strategic opportunities and is passionately involved in setting up and growing new business and a large motivated team. She has always focussed on bringing the highest quality engineering and IT solutions for various business verticals. Her passion for excellence, quality delivery has transformed Customer-Employee-Experience which contributed to exponential growth of the team by 450+% in 4.5 years. She achieved cost Optimisation through delivery and operational excellence, digital transformation, analytics, innovation, and

next-generation automation which has brought the practice to top quartile of industry benchmarking KPIs with 13+% Y-Y improvements.

She has spearheaded key transformational themes to convert her organisation from "resource-based to service-based to external-benchmarking-KPI-driven" with advanced automation. She is highly focussed on building strong organisational capabilities by up-skilling the teams in new, emerging technologies.

Sujata is an award-winning leader and under her leadership, the team has won 30+ global industry awards and moved up in the leadership rankings based on leading industry analysts. She has received awards like 'Wequity Solidarity Idol' for outstanding leadership, professional accomplishments, commitment to society, 'WomenTech Global Remote Transformation Leader' award for contribution to technology and digital initiatives, 'UNICOM Leader of Testing' in India Testing Awards, 'Vodafone Women In Red', 'Vodafone Change Excellence Award', for being an inspirational leader.

She contributes to technology and social communities as a speaker and panelist for multiple industry summits and conferences. She is a chairperson of POSH (Prevention of Sexual Harassment), promoter of WIT (Women in Technology) and programs for ensuring equal opportunity and a safe workplace for all.



LEADING THE LEGACY FOR THREE DECADES PLUS



ANDLEEB JAIN
CHIEF PEOPLE OFFICER,
JK CEMENT

Jain holds the distinction of being among the few HR professionals who have moved up the HR ladder despite no formal education in HR

Presently, the President & Chief People Officer (CPO) for JK Cement Limited and global HR head, Andleeb Jain is a seasoned HR professional with close to 28 years of rich and diverse experience of all important facets of HR and administration. He did his BE in Chemical Engineering from Punjab University Chandigarh in 1993, and, subsequently completed his diploma in Business Finance from ICFAI in 1995.

He started his career as a Process Engineer and worked with companies like Grasim Industries (Aditya Birla Group), Punjab Alkalies and Chemicals Limited (PACL), and, Rallis India Limited (Tata Group), before making a career transition to Service Industry in Confederation of Indian Industry (CII). Post that he has been associated with major Infrastructure companies in India Like GMR Group, Lanco Group and Isolux Corsan (Spanish MNC). Later, he joined JK Cement Ltd in June 2017 as their Chief People Officer.

Jain holds the distinction of being among the few HR professionals in the country who have moved up the HR ladder despite no formal education in HR. His contribution in the overall HR transformational journey of organisations he has worked for is phenomenal. He has been instrumental in developing and executing human resource strategy in support of the overall business plan and strategic direction of the organisation, specifi-

cally in the areas of succession planning, talent management and change management.

He has been driving a high-performance oriented culture at JK Cement and helping build an organisation that encourages experimentation and innovation throughout the organisation.

He has in depth exposure to Corporate/ Group HR functions, systems and processes. Independent handling of key HR positions, large teams and manpower base in sectors like

Jain has been driving a high-performance oriented culture at JK Cement and helped build an organisation that encourages experimentation and innovation

Airports, Power (Thermal and Hydro) Generation and Transmission, Roads & Highways, Railways, Consultancy and Manufacturing. He has also been on the executive Council and Boards of some of the companies he has worked for, and is an eminent speaker in many conferences, seminars and business schools.



INNOVATION & THE WORLD OF INFORMATION TECHNOLOGY



RUPESH GAIKAWAD
SENIOR PROCESS OWNER OF
AUTOMATION AND AI AT OP
FINANCIAL GROUP, FINLAND

His expertise is in IT service management, business development, machine learning, AI usage in IT and business processes and robotic process automation

The senior process owner of automation and AI at Finland-based OP Financial Group, Rupesh Gaikawad is an accomplished technocrat and the 'Next CIO Award Winner' with 17 years of experience in IT industry. He has been leading automation and artificial intelligence initiatives at an enterprise level in various well-known international IT organisations and has played various roles so far in his career starting from being a software developer to IT line manager, senior product manager, senior business development manager and global technologies manager.

Gaikawad has worked with BMC Software, Tieto, Amdocs and now with OP Financial Group (Finland) during his IT professional career. His expertise is in IT service management, business development, machine learning, AI usage in IT and business processes and robotic process automation. His coordination skills shine while leading innovation and deliveries across complex IT environments, multi-vendor partner eco-systems transformation and large-scale digitalisation programmes.

While doing his regular job activities, he worked with MIT (Massachusetts Institute of Technology) students on building state of the art IT automation discovery methodology and framework. He mentored Capstone project for Swedish MBA students.

His educational background of

Computer Science Engineering followed by MBA. Gaikawad is a TOGAF certified enterprise architect, certified machine learning, robotic process automation professional with many other relevant certificates to gain excellence in his own work. He had completed MIT's disciplined entrepreneurship boot camp in the recent past.

He participated many innovation/hackathon challenges and conducted innovation workshops in automation and AI area since 2012 while hackathon concepts were taking initial shape and sizes. Junction2020 (Finland), Innovthon, Innovation Week, Sociothon etc are some of the key innovation programs to enlist into his profile.

Innovation and new technology exploration is one of key aspects that his considers in his day to day life. Promoting continuous learning is the 'mantra' for next generations (Gen Y, Z) as technology is rapidly changing, professionals shall keep up to the pace with changing environments too. There are many different innovation frameworks now a days available for making right decisions and achieve desired outcomes.

On social responsibility side, he was leading Sociothon for economically challenged engineering girl students back in Pune, India for one of the NGOs where he along with his team taught engineering girl students on how to prepare for the jobs, what all different possibilities that one shall explore, learn and prepare for tomorrow.



OUT TO MAKE AN IMPACT IN SOMEONE'S LIFE



VASANTHAN RAMAKRISHNAN
PRESIDENT & CHAIR AT
FEMINIST PEN FOUNDATION
UNITED STATES

VasX Labs greatly emphasises on creating longterm impacts than short term finance goals with most projects being non-profit ventures.

An educator, professor, researcher, entrepreneur, philanthropist, chef, and social activist among many others, Vasanthan Ramakrishnan was born into a family of teachers in Madurai. Vasanthan's view of the world as a youngster was very narrow and limited. As he grew up, he realised that he was naturally drawn towards helping people and that there was an innate fulfilment in the act of making an impact in someone's life. However, his goals didn't materialise until his early 20s when he decided to finally take the leap on something he considers as fulfilment of his prophecy. He took advantage of the endless possibilities around him and turned them into impact ideas thus giving birth to Feminist Pen Foundation.

Feminist Pen Foundation is an award-winning international non-profit organisation aimed at promoting gender equality advocacy and thereby taking small leaps to close global gender parity gap. Feminist Pen currently has operations in four countries and since its inception has reached over two lakh people in 17 different countries. Feminist Pen grew from being a one-person blog to 20-plus employees.

Another way Ramakrishnan gives back to the world is through his Research & Development (R&D) lab – VasX Labs which currently operates in two countries with prospective expansion to a third one. VasXLabs greatly emphasises on the longerterm



Ramakrishnan gives back to the world through his R&D lab – VasX Labs

impact created rather than short term finance goals. Many of its projects are non-profit ventures that aim to transform a particular aspect of human life through disruptive engineering solutions.

He is an avid traveller and explorer. Having over 14 countries marked off his travel list with another 150 countries waiting to be explored, he has backpacked around Europe in his two-week Northern Europe vacation in 2019 and scoured South Asia in his 2018 summer trip while he ventured on an Himalayan expedition the summer of the same year.



CONNECTING THOUGHTS THROUGH WRITINGS



**RAVI DUTT DABRAL
SINGAPORE**

Dabral strongly believes education is the backbone for empowerment, enlightenment, social-economic-political development and environment protection to make world a safer place to live in.

The winner of International Man of Excellence Award for Education, Corporate & Social Services, Global Trader Award awarded by International Enterprise Singapore; Devbhoomi Gaurav Award awarded by Uttarakhand Association of Singapore (UASG); International Achievers' Award for Excellence in Academics and International Achievers' Award for Eminent Author, Ravi Dabral has over 25 academic and professional qualifications such as graduate in International Arbitration from National University of Singapore (NUS), Master of Business Administration (MBA), Master's Degree in International Business Law (LLM), Bachelor of Law (LLB), Master's degree in Economics, Master's degree in Political Science, Company Secretary (FCS), Cost & Management Accountant (FCMA), Chartered Shipbroker, Commerce Graduate, ISO Quality & Management Auditor, etc.; apart from many professional and hobby course diplomas and certificates.

He is a fellow member of nine international institutes active in the field of arbitration, mediation, ombudsman, corporate services, cost and management accountancy, ship broking, and so on. He has been a commodity trader for over two decades. Currently, he is based in Singapore. Dabral has also got diplomas in creative writing from Open Minds International, Singapore; script writing and direction from Film and Television Technology

Institute (FTTI), India; and has done a course in creative writing, acting and dance from Anupam Kher's Actor Prepares.

Born in Chopriyal Gaon in Tehri Garhwal, the influence on Dabral's early years in this land of spirituality, Devbhoomi Uttarakhand, can be seen in most of his writing works. Dabral's multiple qualifications in economics, political science, laws, commerce, business administration, and so on; over two decades' experience as an international commodity trader; courses in creative writing; and keen interest in entrepreneurship, psychology, philosophy, and spirituality makes him a well-versed and fully equipped author to write non-fiction and fiction books in the domain of "materialism versus spiritualism," keeping in mind both the sensual and spiritual pleasure of the global readers, with learnings on how to live a healthy, wealthy and happy life.

Dabral is the author of non-fiction book, *Secrets of a Healthy, Wealthy & Happy Life*, fiction novels, *Greed Lust Addiction* and *Laalach Vaasana Lat* (in Hindi) and strongly believes education is the key element and backbone for the empowerment, enlightenment, social-economic-political development and environment protection in order to make the world a better and safer place to live in. He has the vision to instil virtuous traits in students and the young generation to make this world a better and more peaceful place to live in.



FIGHTER FOR THE RIGHTS OF EVERY WOMAN IN INDIA



ELCA GROBLER
FOUNDER & DIRECTOR,
MY CHOICES
FOUNDATION

Grobler has been awarded the 50 Most Impactful Social Innovators award and AGSM Alumni Award for Social Impact and Public Policy for her work in India.

In 2011, Grobler left a career in investment banking and finance to follow the call she felt to serve women and girls in India by working for their empowerment. She and her family moved to Hyderabad, India and in 2012, founded My Choices Foundation.

Since then, My Choices Foundation has grown to become a national leader in addressing domestic violence and sex trafficking in India, and is recognised internationally for the ingenuity and impact of its work. Under her leadership, My Choices Foundation has helped peacefully resolve over 11,061 cases of domestic violence and has equipped over 2.4 million individuals living in high-risk areas across eight states, to stay safe from sex trafficking. Through its anti-trafficking initiative, My Choices Foundation has established the first national helpline exclusively for trafficking, and is leading the coalition effort to prevent sex trafficking.

Grobler has been awarded the 50 Most Impactful Social Innovators award and AGSM Alumni Award for Social Impact and Public Policy for her work in India. The Red Alert Research Paper, which she co-authored with behavioural architects of Final Mile, won the 2016 ESOMAR award for excellence in market research and has become a seminal document for anti-trafficking program development. Under her leadership, My Choices Foundation has won several awards

for its creative campaigns addressing gender based violence.

In 2017, My Choices Foundation was awarded the VR For Good project by Oculus and Facebook and created the world's first VR documentary on sex trafficking. The film titled Notes To My Father was showcased at Sundance Film Festival. In 2018, Elca was awarded the title as one of the 100 Sparks of Hope, by The Elders (The Elders are independent Global leaders working together for peace, justice and human rights, founded by Nelson Mandela).

Also in 2017, of the 17,000 alumni over the last 40 years at the AGSM Business School, Grobler was chosen to be profiled and recognised in a short video directed in India. Not long after that, she was honoured by UNSW for social Impact and Public Policy out of 290,000 graduates in 146 countries. Since then, for three consecutive years in a row 2018, 2019 and 2020, Elca was recognised as one of the 100 most impactful CSR Leaders, by World CSR and World Sustainability Congress and World Federation of CSR Professionals.

In her spare time, she enjoys and appreciates the outdoors and cycling with friends and her family. She is a keen violin player, mountain biker, rock climber and photographer. Grobler and her family have made a long term commitment to India, in terms of their time, passion, resources and skills.



WINGS OF POWER FOR WOMEN EMPOWERMENT



CAPT INDRAANI SINGH
FOUNDER & MANAGING TRUSTEE,
LITERACY INDIA

Indha Craft was created to give wings to women empowerment under which over 350 plus woman trainees are skilled artisans earning their livelihood

Capt Indraani Singh is a social Entrepreneur who works with communities with numerous government schools to overcome dropouts and bridge the learning gap through Literacy India Trust, offering a learning tool as *Gyantatra-Digital Dost*. She has taken this initiative to Ladakh villages, where this digital learning could be the best form of learning for children.

A digital innovation like GDD has helped over two lakh children across the country to accelerate learning and 15-odd NGOs who too struggle with different learning levels of learning of these street kids, and classroom does not accelerate the process. GDD has become a one-stop-digital solution for many children. In 1995, she became the world's first Airbus-300 Captain whereas in 1989, she was Asia's First Airbus-320 Pilot.

Heading a social enterprise, Indha Craft that she created specially to give wings to women empowerment under which over 350 plus woman trainees are skilled artisans earning their livelihood from rural areas of Delhi, Haryana, Rajasthan, Jharkhand and West Bengal. The created products of high quality and craftsmanship with unusual designs in accessories, apparels, artificial jewellery, hand block prints, sustainable corporate gifting, home décor and wide variety of hand embroidery.

Her list of accolades include Godfrey Philip special award for

Bravery in social cause, Women Achievers Award, 2009, by International Congress of Women, she was featured in the Limca Book of Records for A-300 Command in the World & A-319 in Asia. Limca Book of Records also covered her Brand 'Indha' for achieving women empowerment in India. She also won the Limca Book of Records – People of the year 2014 Award.

She was responsible for Digital Education Innovation, Gyantatra Digital Dost, which has impacted over 200,000 students across India. Rajasthan government awarded her the Bhamashah Award for year 2018 & 2019 specially for this project. She was also responsible during lockdown inspiring her young student coders to develop, TOKO, application for awareness of health and hygiene. This Application was launched virtually by cricketer Kapil Dev. She also won the Power to Empower Award for "INDHA" (Initiative of NSDC/CII) as also the Civil Society's Hall of Fame 2015. Brand Indha also won Amex Global Serve2Gether consulting challenge in 2016 and it represented India. In 2017 Stree Udyani Award for "Indha". The captain and her team of Literacy India were fortunate to perform at President's house in front of Dr APJ Abdul Kalam. The Indha Team of women were special guests when President Pratibha Patil invited them to showcase their handmade recycled handmade products.



OUT TO MAKE THE WORLD A BETTER PLACE TO LIVE, BREATHE



RASHMI DHARIWAL
CO-FOUNDER & CEO, SETU

SETU identifies rural and minority artisan communities and provides skill training workshops, product design, capacity building, infrastructure and machinery to engage them in trade

She comes with a multifaceted personality of an entrepreneur and a social activist. An engineer by qualification, Rashmi Dhariwal has previously worked for 11 years with a corporate house before starting her own social enterprise. She is among the list of 100 most successful Indian women entrepreneurs in MSME and was selected for the top 20 The Game changers- FICCI FLO Women Start-up awards in February 2021. She is also an eminent speaker and gives special lectures on entrepreneurship and sustainability at MBA, technical and design institutes and has been a TEDx speaker too.

Fifteen years ago, Rashmi was leading a comfortable life when she came in contact with an artisan community who had expertise in hand weaving fine fabrics with intricate designs. The lack of access to market and technology-driven competition were taking toll on these artisans. Their art along with their spirits was dying. "That made me realise that there was a lot more in life and that I should try to make a difference. There had to be a bigger purpose of my being," says Dhariwal.

This was the moment when Dhariwal left her job and founded SETU with the mission of empowering the socio-economic standing of underprivileged artisans. The main motto is to make them self-sustainable. SETU in Sanskrit means bridge. As indicated from the name, SETU

acts as a bridge between the underprivileged/marginalised artisans and international markets and at the same time, working for social, economic and environmental well-being of the artisan community. SETU identifies rural and minority artisan communities in need and provides skill training workshops, product design, capacity building, infrastructure and machinery to enable them to engage in trade. It also liaisons with international markets to export products that these communities produce, providing full market access and focussing on women empowerment. SETU's network is associated with over 10,000 artisans, over 40 groups and spread in 16 states of India.

In her fray towards making the world a better place, Dhariwal has also founded a charitable society called SETU-Society to perform works of charity, implement social and economic welfare projects for the weaker sections of society. "I have seen the lives of people transform through our work and that makes me proud! I feel I'm doing justice to my existence," she says.

Her message to the youth is: "Always follow your passion! Remember that when you follow something good, with full desire and righteousness, all hindrances disappear. You can always make a difference in this world, however small it may be!"



ENSURING QUALITY HEALTHCARE FOR ALL



DR SRIDHAR PEDDI REDDY
FOUNDER, RENOVA HOSPITALS

It is the dream of Dr Sridhar Peddi Reddy to facilitate quality healthcare services at affordable cost for people living in rural areas

A highly qualified entrepreneur with immense healthcare experience, Dr Sridhar Peddi Reddy is the founder and Managing Director of Renova Hospitals, a mid-level multispecialty hospital-chain which aims to ensure quality healthcare accessible to all in their vicinity. He is also the CEO of Omega Hospitals, the second largest oncology hospital chain in India and the MD of Ziva Fertility chain.

Dr Reddy received his doctorate from the University of Swahili, Panama, Central American 2019 for his commendable work in the medical field. He has an impressive academic curriculum with two Masters degrees, one in hospital management and another in marketing as well as various other certification courses from international universities like Wharton Business School, Harvard University and IIM.

Within a short span, he has been instrumental about rapid expansion of hospital groups in India. With 20 years of experience in the field of oncology, Dr Reddy has come a long way after he started Omega Hospitals by collaborating with his friends. Today, Omega Hospitals is the second largest oncology brand in India with branches in Kurnool, Guntur and Karim nagar. Nine more branches are expected to start in Vizag, Warangal, Ongole, Bhimavaram, Khammam, Ghaziabad, Dehradun,

Delhi and Manesar.

A generous man, he also runs the Sridharani Foundation which is an example of his generosity. The Foundation serves people in the areas of education, health and green living. It's a platform for like-minded people like him who wanted to something for society. Renova Hospitals is an example of his vision and humanity. It is his dream to facilitate quality healthcare services at affordable cost for people living in rural areas.

His received two awards in 2020 – Alist Leaders -Finest Healthcare NewsX2020 Award and Asia One's Greatest Brands and Leaders 2020 Award. Not this also, he has been awarded with Champions of Change Healthcare 2018 by the hands of Dr Venkaiah Naidu, Vice President of India. He has been recognised as the Pride of the Nation by Government of India, Medical Services Award 2019 by NATS (North America Telugu Society), International Excellence Award 2019 in Malaysia, Pharma Leaders by Business Leaders in 2017 and Healthcare Achievers in 2014.

Recently, he received appreciation from Mother Teresa Welfare Foundation for the support he extended during the COVID-19 pandemic. He has dedicated his life to serve people and emerged as a pioneering leader in the healthcare industry.



THOUGHT LEADER IN SPACE OF DISRUPTIVE EXCELLENCE



SAMIR SATHE
EXECUTIVE VICE PRESIDENT,
WADHWANI ADVANTAGE,
WADHWANI FOUNDATION

Sathe's integrative forward-looking thinking spans the domains of financial services, private equity, food, automotive, healthcare, medical devices and several other industries that matter for India

Samir Sharad Sathe, the Executive Vice President and India leader of the Advantage programme at Wadhvani Foundation, a global philanthropy founded by Dr Romesh Wadhvani, a super successful billionaire entrepreneur in the US, also leads the Talent Acquisition function at the Foundation. In addition, he is on the Board of Advisors at Manush, Labs and is counsel at various platforms aimed at evangelising social causes.

Sathe is a Master of Change from INSEAD, France, a globally reputed top ranked school for business, management and psychology and is trained in systems psychodynamic principles applied to self, organisations, businesses, societies with an objective to develop reflective leadership to manage change. Sathe was certified in Leading Professional Services Firms (LPSF), at Harvard Business School (HBS), and in Challenges of Global Poverty at Massachusetts Institute of Technology (MIT).

He is a thought leader in the space of disruptive excellence that envelopes transformative and productised AI-enabled management and strategy consulting, small business ecosystems, systems approach to psychological well-being of the entrepreneurs, with a social motive to accelerate the economic growth of India and create jobs.

Sathe's integrative forward-looking thinking spans the domains of financial services, private equity, food,

automotive, healthcare, medical devices and several other industries that matter for India. A professional for over 28 years with a global outlook, his work has impacted hundreds of organisations and ecosystems, in India, Asia, Middle East, the UK and the US.

Not this alone, he has been instrumental in creating a brand for himself and for the Advantage programme. This forum was able to recognise his professional excellence though his thought leadership when he authored several articles exhibiting his truly original ideas, publications such as INSEAD Knowledge, Financial Express, Asia Online, Economic Times, SME Street, Your Story, Industry 4.0 etc. He has delivered speeches and participated in panels on public, private, philanthropic and educational media platforms in India and globally.

Sathe is a polymath. They call him workaholic yet he manages to engage himself in multiple talents. He is an Indian classical music vocalist and performer and a painter. He is also the founder of Live Art, a foundation set up to promote and enhance knowledge in performing and fine arts. He has played professional cricket for Mumbai at state level and was selected to migrate to England in 1989 to play for county cricket but he declined, citing music as his first love. He is a calligrapher, has composed poems in Marathi and English and is constantly seeking to learn from any source. He still finds time to meditate.



FURTHERING GENDER EQUALITY AND INCLUSION



RITA KAKATI-SHAH
 FOUNDER & CEO, UMA
 NEW YORK

Rita mentors business leaders, veterans, domestic violence survivors, women in technology, schoolgirls and serves as an advisor, ambassador and diversity as well as inclusion expert

Rita Kakati-Shah is an award-winning gender, diversity, inclusion and career strategist, speaker, author and advisor to Fortune 500 companies. She is the founder and CEO of Uma, an international platform that empowers confidence, inspires success and builds leadership and resilience in women and minorities.

Prior to Uma, Rita led business development globally with CNS Healthcare. She began her professional career at Goldman Sachs in London where she was awarded the Excellence in Citizenship and Diversity Award. She is an alumni of King's College London and a triple Stevie Awards for Women in Business winner, a judge for the Middle East Awards, and a recipient of several international awards in recognition for furthering gender equality, diversity and inclusion around the world.

Rita has been actively involved with the King's Leadership, Diversity and Entrepreneurial Institute Mentoring Programmes, and is a member of the New York and Los Angeles Alumni Committees. She actively coaches and mentors business leaders, veterans, survivors of domestic violence, women in technology/STEM, schoolgirls and students. And also serves as an advisor, ambassador and diversity as well as inclusion expert to multiple boards and global organisations around the

world, spanning multiple disciplines and sectors, such as the JCC of Manhattan, ACP Women Veterans' Founding Circle, New York City Bar Association, Democracy Without Borders India, Global Council for the Promotion of International Trade, and the London Bihu Committee.

A regular speaker and guest lecturer at various academic institutions, multinational corporations and global policy forums such as UNESCO in Paris, European Parliament in Brussels and many more spanning Assam, Delhi, London, Madrid, Meghalaya, New York, San Francisco, Sochi, Toronto and Zambia, Rita has been featured as an expert on multiple international television and news shows, interviewed and quoted in various podcasts and publications such as the Wall Street Journal, Fast Company, Thrive Global, Dell Technology, CBS News, Fox News, Yahoo Finance and Heart Radio.

She also hosts the South Asian television show, The Uma Show, on Mana TV International and is a best-selling author, having co-authored books on women in business, diversity and inclusion. Not this alone, Rita is a trained and accomplished Bharatanatyam and Sattriya dancer, enjoys post-Impressionist oil painting, is a foodie and loves trying new spots for afternoon tea around New York City, where she lives with her husband and two children.



OFFERING FORMULATIONS TO DEAL WITH AILMENTS



DR MONICA B SOOD
CEO & CHAIRPERSON, NAVJIVAN
HEALTH SERVICE- NATIONAL UNITY
AND SECURITY COUNCIL

Dr Monica B Sood has propounded various formulations to deal with ailments which do not have any cure in the Western system of medicine

A qualified physician in Ayurvedic medicine and surgery along with Masters in HR, business and law, Dr Monica B Sood is a social worker who is committed to banish deadly diseases and alleviate sufferings of the downtrodden as also to create peace among different countries. She is also the sole in-charge of Navjivan Health Service, Navjivan Herbal Cures and various establishments under the Navjivan Group. Dr Sood is the chairperson of National Unity & Security Council, a socio-economic and world brotherhood body.

Dr Sood recognises and decipher the trouble of individuals who seek help. She deeply understands the physical and mental ailment to help the individual uproot the disease from his system. Always craving for more knowledge, Dr Sood says there is hardly any day when she does not discover or learn something new for the benefit of mankind. She opines that as fingerprints of any two persons in the entire human race are never the same, similarly the physical and mental peculiarities of any two patients suffering from a common disease seldom coincides.

Born in a family of scholars and scientists, Dr Sood started taking interest in herbs, plants and medicines from the age of five and perceived and ascertained details of herbs and minerals and their several

concoctions. After looking at the works of her grandfather and father, she was determined to heal people and eliminate the diseases which are said to be incurable in this part of the world.

At 18, she became the youngest CEO of Navjivan Group and since then she has been on the mission to heal humanity to acquire more knowledge and wanting to learn more about the requirements of ailing humanity, Dr Sood has visited almost every part of the world and contemplates that masses are whimpering and wailing in need of desperate rescue from the clutches of various diseases which are afflicting their mind, body and soul. Dr Sood has propounded various formulations to deal with ailments which do not have any cure in the Western system of medicine.

Apart from her socio-cultural activities for promoting solidarity and national cohesion in India, she is campaigning for world peace. Dr Sood is devoted to the patriotic mission of revitalising the country's economy by proposing direly needed reforms to the government and suggesting new policy and programme which will conduce to wholesome changes in socio-economic infrastructure. Being based on a scientific approach, her policies will yield desired results with almost absolute certainty by making the Indian economy truly dynamic and vibrant.



EFFICIENCY IS DOING THE RIGHT THING AT RIGHT TIME



GIRISH CHAUDHRY
 MANAGING DIRECTOR,
 MECHMAARK FILTECH
 INDIA PVT LTD

Mechmaark air filters is the choice for major pharmaceuticals companies and HVAC contractors. The company plans to setup a manufacturing facility in Bahadurgarh in Haryana

Considering himself an artist and keen to make this world a better place to live is Girish Chaudhry, MD, Mechmaark Group of Industries. A first-generation entrepreneur, Chaudhary, a commerce graduate, started his career as a marketing executive with a small firm. After a few years, he quit and decided to work on his long-lost dream of starting his own venture. Despite knowing the sailing could be rough, he decided to pursue his dream.

Chaudhary's first attempt to pursue entrepreneurship was in 2010 when he started a partnership company along with a friend but the venture could not see much success. Rising like a phoenix from the ashes, he started once again. Only this time, he setup a small office-cum-manufacturing unit, M/s Mechmaark Filtech India Pvt Ltd, with a seed fund from his savings in 2011. The company started production of air filters over the next two years. For a few years, he struggled but with sheer determination and perseverance, Mechmaark won major contracts in a short span and within a year, the company recorded a turnover of Rs 55 lakh. Today, Mechmaark Filtech India Pvt Ltd has more than 200 employees and has a turnover of Rs 27 crore, with a growth of 30% Y-o-Y. It aims to become a 100 crore company in a three-year span.

With head office in Janakpuri and marketing offices in Mumbai, Ahmedabad, Hyderabad and Baddi, the company is producing world class air filters in accordance with international standards. Mechmaark brand of air filters is the choice for all-major pharmaceuticals companies and HVAC contractors in India. The company plans to setup a state-of-the-art manufacturing facility in Bahadurgarh in Haryana with more than 55,000 sqft area. Other than India, the company is servicing clients in the Middle East, Bangladesh, Nepal, Uganda, Myanmar, Dubai, Sri Lanka, Russia and Kenya.



Chaudhary has started a new joint venture to manufacture pre-insulated-duct with Dubai based M/s UNIGULF Air Conditioning Industries LLC. Mechmaark is manufacturing the product by the name of M/s MechEasy India Pvt Ltd, whose production facilities started June 2021.

He also started an NGO, WEHELP ALL, in November 2019, under which he started CSR activities. Because of his humble nature, Chaudhary is taking care of welfare activities for the company's employees like funding for the marriages, helping with house purchases, medical expenditures etc. He is an active member of ASEHRE and RATA.



FOR HUMAN MIND ON A JOURNEY OF A HEALTHY FUTURE



SANJEEV KUMAR
GLOBAL CEO,
DTM GLOBAL HOLDINGS
LONDON

Kumar describes himself as a human mind on a journey and a by-product of choices and decision powered by the process of trial and error

Award winning serial entrepreneur and an established author Sanjeev Kumar is currently the Director & CEO at D+O group.world (formerly known as the Delamore & Owl Group of Companies). He is also the founder of DTM Global Holdings, a tech and media holding company supported by D+O group.world. He has founded other initiatives also such as Imagination@WORK, 9Visions and the BaG (the business advisory group). Kumar is also the executive director of Harley Street Healthcare Group plc.

A market-seasoned professional and the recipient of South East Asia Young Achiever's Award and Global Indian of the Year 2020-21, Kumar has been listed in as a member in the Global Registers' of WHO's WHO in Executive And Professionals 2006-2007 Edition. He was also inducted as the member of International Association of Business Leaders in October of 2003. Kumar holds a dual Masters' degree in finance and commerce and also has an MBA.

As the CEO of the group, he oversees business activities of the group in many different countries for around 20 years now. He describes himself as a human mind on a journey, and a by-product of choices and decision powered by the process of trial and error. He is a regular contributor on platforms that are helping shape the future of the financial markets and the global business. Kumar is also an established



author who has written five books: *Poems of Self Discovery*, *Journey of A Human Mind*, *A Wandering State of Mind*, *Prisoner of a Mind* and *From The Diary of a Nobody* (all available on Amazon).

A market-seasoned professional, and recipient of South East Asia Young Achievers' Award, Kumar is a regular contributor on platforms that are helping shape the future of the financial markets and the global business

Kumar is a prolific blogger (www.sonykumar.com) too. As an author, he is a member of Authors Guild of New York, the Society of Authors of UK as well as the National Space Society. He is proficient in English and Hindi, and has a workable knowledge of the Russian language.



CREATING IDEAS, RELATIONSHIPS AND BRANDS



ANSHULA PARWAL
FOUNDER, 4TH BLOC
CONSULTANTS

From private start-ups to public Fortune 500 companies, Anshula has developed skills in full-cycle recruiting, marketing, strategic sourcing and project management

Building strategic concepts for evolving businesses like recruitment and digital marketing are essential in this digital era. Anshula Parwal, the founder of 4th Bloc Consultants, has been streamlining powerful business concepts and growth techniques to churn out high ROIs for her clients.

In her first professional venture, Anshula learned about recruiting and marketing using digital media and fell in love with it instantly. What she found interesting was the relationships she built with the clients and candidates. "It felt I was making a difference. I couldn't have asked for a better career," she says.

Anshula's knowledge and understanding of recruitment and marketing are exceptional along with her understanding of staffing requirements and percolating the same to the lower levels. Vendors put her in the elite league. "I help great people find great careers. It all starts with a conversation. Along the way, we uncover their values, personal aspirations and next career moves. If we don't, we keep the conversation going till I get them there," shares Anshula.

The founder of 4th Bloc Consultants has always been a data-driven and insightful recruiter and marketer who is passionate about growing teams and dreams. From private start-ups to public Fortune 500 companies, Anshula has developed skills in full-cycle recruiting, marketing, strategic sourcing and

project management. Her recruiting, so far, has been matching top-performing and rising professionals with the right career move in various business sectors.

"We started as freelancers in mid-2016. After that, a client approached us for a requirement of a senior position in his organisation. We got the right fit in a couple of hours. Over the next one week, we closed around six to eight senior level positions. It was then that we realised of being capable of offering employment services. Since there was a need for a conciliator for both job aspirants and hiring partners, it gave us the push towards 4th Bloc Consultants," says Anshula.

Adding to this, Salman, co-founder, 4th Bloc Consultants, says, "There was a drastic thrive during the first year. We saw a downfall for three to six months and then we made some changes. Ever since our growth has been unstoppable. These advancements led us to strategic development which helped us in broadening our area of service pan-India as well as in the UAE region."

4th Bloc offers services like recruitment, digital marketing, outsourcing/HR staffing, contract staffing, soft skills training, HR services, management consulting services, business consulting, corporate events, and employee engagement activities along with onsite hiring, bulk hiring and a designated SPOC.



SELLING SOLUTIONS, NOT JUST PRODUCTS



JINOJ KANDAMKOVI
MANAGING DIRECTOR,
WAGER GROUP

Wager is in the process of setting up associated factories with aspiring industrialists by offering their decade long expertise and knowledge support

“I believe ethical business is real business. Otherwise, anyone can do money transactions, especially in an industry like feminine hygiene. The smallest compromises might add to profits but the consequences are beyond one’s imagination. These are the words of Jinoj Kandamkovil, the founder and managing director of Wager Group comprising Wager International Pvt Ltd, Wager Packaging Pvt Ltd, Wager Machineries and Wager Consulting with production units at Kerala, Tamil Nadu, and Maharashtra.

Kandamkovil runs India’s only OEM & ODM company for sanitary napkins and is the most preferred private label manufacturer of sanitary napkins. He is also the chairman of Centre for Hygiene Research and Development (CHRD), an NGO formed under Wager Group to create awareness on menstrual hygiene and the availability of feminine hygiene products to school students.

Wager’s mainstream areas in the field of sanitary napkins are automatic sanitary napkin-making machine fabricators, technical consultants for sanitary napkin factories, new product design innovators, sanitary napkin product manufacturers for private labels and seamless packing solution providers. Quality, quantity and consistency are their guaranteed features.

Kandamkovil believes in selling solutions and not merely products. At Wager, they have clear benchmarks on the quality of raw materials. He envi-

sions that Indian women would stop deciding on a product based on price instead of a demand for quality and question every fancy word mentioned on a sanitary napkin packet. After all, by using poor quality napkins we are creating a weaker generation of children as toxic products directly affect their reproductive system.

It was in 2007 that Kandamkovil started with his research on sanitary napkin vending machines for schools. In 2009, he manufactured the first set of vending machines and incinerators to be fixed at schools across Kerala, helping school-going girls and working staff to get access to napkins and to dispose them safely. Moving towards manufacturing of fully sealed and ultra-thin sanitary napkin in 2010, today he has created more than 40 private label brands across the country and overseas. His dream is to make India the manufacturing hub for feminine hygiene products with good manufacturing practices and raw materials that are uncompromising in quality. Wager is in the process of setting up associated factories with aspiring industrialists by offering their decade long expertise and knowledge support.

Hailing from Kannur, Kandamkovil started working as a newspaper boy at 13 to become India’s youngest private label manufacturer of sanitary napkins. JK, as fondly called by his peers, was named the Menstrual Man of Kerala after the news on his services to menstrual hygiene reached places.



FORGING NEW SUCCESS MANTRAS WITH EFFICIENCY



PUNEET JAIN
MANAGING DIRECTOR, YELLOW
STRIPE RESOURCES LTD

Despite the pandemic raging and all associated problems existing, Yellow Stripe Resources has become the trusted supplier for mines in Zambia

In 2014, Puneet Jain moved to Zambia to explore the landscape of the copper mining industry. Navigating through a brand new industry and its needs, he quickly warmed up to the existing mechanism. Understanding a complex metallurgical process in layman terms, the copper mines use metal balls for extraction of the metal, separating it from the ore.

Given his penchant for experiment, Jain set out to revamp the world of mining in Zambia. He created a first-of-its-kind industry by marrying a melting and rolling plant with a forging plant to manufacture the mill balls in a single unit. These balls would be forged, making them substantially more efficient and durable. This novel manufacturing unit not only prides itself with the product but also its ecological sustainability. The manufacturing plant uses scrap metal as input and does not employ any reheating procedures or use of oil, making it an environmentally sustainable model. In a traditional structure of production, the mill balls are produced in three separate manufacturing units which involves reheating. These cast balls are the norm in the industry.

While the forged mill balls were expected to revolutionise the mining sector in Zambia, the mines' apprehension to try a new

product significantly dampened the expectations. While the negotiations and trials were underway, the world switched gears into a pandemic.

In a landlocked country without ready availability of equipment and inventory, the challenge seemed unsurmountable. Labour which was regularly flown in from India for training the local labour couldn't migrate due to travel restrictions. Various consignments which were in the process of getting shipped could not reach the destination. Mechanics and engineers could not travel for regular inspection and repair either. These unprecedented times necessitated unprecedented solutions to keep the show running. Even when the balls didn't seem to be rolling, the industry consistently produced to ensure quality and efficiency.

As the conversations for trial were underway, mines that tested the 'new' ball in the market were not disappointed with their experiment. Today, despite the pandemic raging and all associated problems existing, Yellow Stripe Resources has become the trusted supplier for mines in Zambia. As the quality of the ball is becoming talk of the town, forged balls are on their way to become the new norm in the Zambia mining sector.



WHERE WORK AND LIFE WORK IN UNISON



SHANTANU BHATTACHARYA

DIRECTOR & CEO, BLU COCOON DIGITAL PRIVATE LIMITED

Blu Cocoon Digital Private Limited believes in “employees come first” policy and acts as a catalyst which drives technology innovation

You have one life, live it large and on own terms. If lived right, once is good enough! Our journey of life starts from nothing and moves into nothing. Time is something we must cherish and use in the best possible way to bring a positive difference in the lives of people and environment. A strong belief in this philosophy of life helps us move forward at a personal level and professional capacity on a positive note. This is the mantra Shantanu Bhattacharya follows.

An entrepreneur, Bhattacharya owes his positive mindset to the excellent skills in sports from a young age. The captain of Pune University’s table tennis team during his engineering days, he has played chess at the zonal level. Bhattacharya feels chess is a good exercise to keep one’s brain muscles working.

After completing mechanical engineering, Bhattacharya started a manufacturing and construction business which he successfully led for six years. The evolution of a global business scenario made him realise that IT will be the next big revolution and as overall corporate exposure was the need of the hour, it helped him understand MNC work culture. Eventually, he could diversify his focus and use the experience in larger domains. He then handed over the reins of the

construction business to his partner and moved on to experience the world of information technology.

Bhattacharya is an active member of the advisory board of TCA, an enterprise in the business of creating micro entrepreneurs from the grassroot level. As part of social responsibility, he has been associated with Mumbai-based NGO that takes up cases of children’s education, extending medical facilities and sponsoring the hospital expenses of unattended senior citizens and the needy.

During his corporate journey, Bhattacharya realised it’s not quantity but quality which matters. He always wanted to build an organisation which would not bind the employees by hours and number of days but set a culture where there would be perfect balance between work and life. This gave rise to Blu Cocoon Digital Private Limited which believes in “employees come first” policy. The company is a catalyst which drives technology innovation.

Digital disruption is the clarion call of the 21st century. Attributes that enable one to expand in digital landscape of business include enterprise app development, artificial intelligence, advanced analytics, API-led integration, legacy ERP modernisation and business process automation.



FACILITATING UNPARALLELED ACCESS, ECONOMIC INCLUSION



ADITYA SAMBAMOORTHY
FOUNDER & DIRECTOR, INLUSTRO
LEARNING PRIVATE LIMITED

InLustro offers a comprehensive, holistic and customised programme that teaches state-of-the-art industry practices and platforms to boost the employability of college students

After completing his bachelor's degree in Computer Engineering from National University of Singapore, Aditya Sambamoorthy joined the Management Associate Programme with Citi Singapore. While leading enterprise innovation initiatives, he understood that the financial sector was making a transition from a competitive to a co-creative space in which incumbents collaborate with external parties, both individuals and other firms, to create superior marketplace offerings.

Inspired by this industrial trend, Sambamoorthy wished to explore the potential for instituting a robust innovation pipeline that leverages external synergies for superior value creation. This led him to explore the innovation ecosystem in India. While working with different stakeholders of the innovation process viz organisations, colleges, and governments, he understood that the best way to reinvigorate this pipeline is to instill a strong problem-solving mindset among college students through an industry-relevant learning programme that will equip them with the needed managerial acumen and technical skills required to excel in today's competitive business landscape.

This finding gave birth to InLustro, an ed-tech firm which he opened with his school friend Niwin Santosh. As a way to create a bridge between the industry and academia, InLustro offers a comprehensive, holistic and customised programme that teaches state-of-

the-art industry practices and platforms to boost the employability of college students. The programme has met with great reception from his institutional clients who find it effective in improving placement rates and the quality of research work. Unlike other upskilling programmes, InLustro offers a learning pathway for different careers, allowing students to take up specialised roles in line with their aspirations. Through corporate partnerships to facilitate internship and placement opportunities, Sambamoorthy aims to facilitate economic inclusion and unparalleled access to the global employment market for those trapped at the bottom of the income pyramid.

Sambamoorthy takes his late grandmother for inspiration. When asked about his motivation to start this enterprise in India, he quotes Thomas Gray: *"Full many a gem of purest ray serene. The dark unfathomed caves of ocean bear: Full many a flower is born to blush unseen And waste its sweetness on the desert air."* He asserts these poignant lines are a vivid reminder of the untapped reservoir of talent in India, seeking a substratum for growth. The possibility of being able to unleash the biggest untapped potential of human capital gives him the greatest sense of fulfilment, knowing one-day these students will step out of the shadows and march ahead with their heads held high, their trailblazing contributions serving as the torchlight that guides society to a new reality.



HOLISTIC APPROACH TO BRAND BUILDING



KUSHALA REDDY
FOUNDER, DESIGN JOURNAL

Kushala Reddy's motto resonates with her clients who are committed to amplifying their impact with simple, easy to understand messaging and clean, minimal brand visuals

Kushala Reddy is the founder and lead designer of The Design Journal, a branding and social media agency founded in 2019. Based in Bangalore, it serves clients globally. The agency has helped transform businesses into magnetic brands with aligned brand and content strategy. Kushala's philosophy is "Make it simple but significant" – and her design aesthetic also reflects this.

Formerly an architect, Reddy channels her design sensibilities and eye for detail into her passion for building remarkable brands. She is able to see the big picture needs of a brand and plays with shapes, symbols, and colours in a way that adds depth to design assets and conveys the brand message clearly.

When the Design Journal works on a branding project, you'll definitely see their signature style reflected in the outcomes – high quality, cohesive, minimal but meaningful. Her motto resonates with her clients who are committed to amplifying their impact with simple, easy to understand messaging and clean, minimal brand visuals. As a creative individual and a powerhouse entrepreneur, her vision is to help brands achieve their business outcome by redefining themselves offline and creating a strong online presence.

That's why the agency follows a holistic approach to brand building and content marketing that's true to a business's essence and totally in tune



Formerly an architect, Reddy channels her design sensibilities and eye for detail into her passion for building remarkable brands

with their business goals. As a fulltime entrepreneur and a mother, her other guiding principles are ease and flow – an approach she brings to every project and her creative process.

Since its inception, Design Journal has been making the waves and bringing an aesthetic revolution to visual branding as well as authentic content marketing.



UNCODING THE SCIENCE OF MICROALGAE



DEBABRATA SARKAR
CHAIRMAN & MANAGING
DIRECTOR, MICRO ALGAE
SOLUTIONS INDIA PVT LTD

AlgaEnergy consolidates state-of-the-art knowledge related to microalgae, generated by the main specialised universities, and has positioned itself as the main international reference in this field

With over 24 years of experience in international agriculture sector with a proven track record as C level executive, Debabrata Sarkar is an agriculture graduate and IIM Kolkata alumni with exposure of heading strategic business unit for leading global companies, having global experience in P&L management, business development, marketing, brand management, registration, product development and product launch, Exposure of augmenting business in agro-chemical, seeds, biotechnology and biological industry across Asia Pacific region. He has also held different leadership roles in Monsanto, Chemtura, Syngenta and a US Based Biological company.

As the CMD of MicroAlgae Solutions India Pvt Ltd (a subsidiary of AlgaEnergy Spain), Sarkar has led all functions and development of the business in India including establishment of the commercial organisation that resulted in 100% year on year revenue and PAT growth in key markets within two years from the date of incorporation.

Sarkar has also played a pivotal role in coordinating, finalising and establishing a JV between AlgaEnergy and KREPL Group in the quickest possible time (it took 43 days from inception to execution of the JV in 19 months). This

achievement is more special in the light of the pandemic for last nine months out of the total of 19 months.

Sarkar thinks the true test of leadership is how well you function in a crisis. He is a passionate painter, photographer and diehard cricket-lover who played the sport at the zonal level as well as for University Blue during his college days.

AlgaEnergy is a biotechnology-based company specialised in the science of microalgae. The company consolidates over four decades of state-of-the-art knowledge related to microalgae, generated by the main specialised universities, and has invested millionaire resources in applied R&D, positioning itself as the main international reference in this field. AlgaEnergy's mission is to develop and commercialise innovative high-quality products derived from microalgae, targeting specific needs in different industries.

In the agricultural sector, after 10 years of research and development, AlgaEnergy launched its brand AgriAlgae®, a range of high quality bio-stimulants combining different microalgae species grown at Alga Energy's cutting edge facilities, whose effectiveness in terms of increasing yields and improving qualities is demonstrated by numerous independent field trials.



GEARING FOR THE FIFTH INDUSTRIAL REVOLUTION



DHANESH MATHKAR
MANAGING DIRECTOR,
DOSHAHEEN SOLUTIONS PVT LTD

Doshahen aspires to become the most valuable company by producing universal value, wealth, and wellbeing for the community as a whole

Considering their humble beginnings, Doshahen has managed to attain a team size of more than 75 employees and are growing with each passing day. With more than 100 domestic and 20 international customers, they are looking forward to an inevitably exciting journey in the years to come.

With the world of technology changing so rapidly and the world moving towards adopting 5G networks, Artificial Intelligence, Internet of Things and Block Chains, companies like Doshahen are busy embracing this 5th Industrial Revolution. Re-skilling is the demand of the day and we agree that “change is the only constant”.

Doshahen aspires to become the most valuable company by producing universal value, wealth, and wellbeing for the community as a whole. They strive to create user-friendly, affordable solutions to assist organisations to build efficient teams that work smart.

They proudly boast decades of experience having worked in Life Science, healthcare, BFSI, NBFC, payments, hospitality, FMCG, Salone and Logistics domains. They have built multi-technology teams that are agile and committed to delivering quality products that the market requires.

Doshahen’s business is increasingly consistent with their satisfied customers and their organic growth has thus, been from their current cli-

ents’ referrals. This speaks volumes about their professionalism, quality, and commitment to client delivery.

The workforce at Doshahen is young, enthusiastic, and highly motivated. They get the privilege of working with a power house of experienced talent from the industry. Each employee is encouraged to spend at least 10% of their time on learning new technologies and working on new activities that are hugely different from their allocated project-work activities.

Their talent comes from best technical schools of Maharashtra, Karnataka and Goa and spend a good amount of time grooming them for the industry standards. A lot of emphasis is laid on technology learning along with personal grooming, hygiene, communication as well as physical and mental wellbeing. We strongly believe that a healthy mind can only reside in a healthy body. A special emphasis is laid on work-life balance. Doshahen spends a large portion of their profits on employee wellbeing, social security, and health. They provide health-care benefits, accidental cover, disability cover, along with other benefits. A POSH compliant company, it respects every individual for what they are.

In times to come, the organisation plans to stimulate growth, ethically, spiritually, profitably, and physically by providing value to our customers. They see their success in their customers’ success and plan to gain traction towards a prosperous future.



ON A MISSION TO SAVE THE WORLD WITH FREE EDUCATION



MAYANK PATEL
CHIEF EXECUTIVE OFFICER,
MIRATS PVT LTD

Patel believes astrophysics education is necessary as there is a lot to research in outer space which will be required to start a new civilisation

As it is rightly said, "One's age doesn't define his capability." Meet the young and enthusiastic Mayank Patel, a 16-year-old Indian entrepreneur, programmer, developer, product designer, and Mirats' Chief Executive Officer and Chief Technology Officer. He has redefined the market research industry with insights and powerful consumer behaviour products and has worked with over 10 multinational clients along with running over 5,000 projects in the past one year.

Patel is an innovator and entrepreneur with years of experience in market research. Experienced in all aspects of business formation, operation, finance, and management. He is a visionary product developer with deep education in research and analytics. An effective communicator and motivator who identifies and leverages assets in teammates to reach organisational goals. The relentless optimist believes there is no failure, only feedback.

Patel's vision is to innovate in the field of technology and space with the help of astrophysics. He wants to provide education free for all with sufficient capability for everyone to innovate in their respective field. Along with this, he believes that education for astrophysics is very necessary for everyone as there is a lot to research in outer space and it will be required when people will move out in space to start a new civilisation.



He works more than 15 hours per day to turn his dream into reality over the next few years. He currently studies at City Montessori School, Lucknow and has world leaders - Swami Vivekanand, APJ Adbul Kalam, Nikola Tesla – as his inspiration. He currently holds a Micro Master Degree from Australian National University in Astro Physics.

A person with futuristic thinking and to save this world from destruction by providing free education globally, Patel believes anyone can do anything, just that we do not dare and motivate ourselves to do the impossible because of failures and taking risks because risk is the only option to innovate and succeed.



LEVERAGING EXPERTISE FROM GLOBAL NETWORKS



ANUVRAT SINGAL
MANAGING DIRECTOR,
GLATT (INDIA)
ENGINEERING PVT LTD

Glatt India team, under the leadership of Singhal, has successfully completed several challenging projects worldwide for oral solids/ liquids, homeopathic, sterile, biotech and aseptic products



He is someone who believes the glass is always half full and one has miles to go before rest. Anuvrat Singal, an optimist by nature, is an electronics and communication engineer with a Masters with Honours in management from the UK, he has over 18 years' experience, in India and the UK. Ever since the inception of Glatt India in 2008, Singhal has been working with the organisation. Glatt (India) Engineering Private Limited is a 100% subsidiary of Glatt Ingenieurtechnik Germany and provides design consultancy and engineering services to biopharma, pharmaceutical, healthcare and chemical industries.

Over the years, the team, under the able leadership of Singhal, has successfully completed several challenging projects worldwide – USA, Russia, CIS, South East Asia, Middle East region, Bangladesh and India for oral solids/liquids, homeopathic, sterile

and aseptic products, biotech products (MABs/ insulin/ blood plasma), APIs and medical devices. The team draws expertise of German engineering with globally acclaimed project management skills and are in the position to leverage expertise from across the global networks having cross-cultural teams to create greater value for the projects. Their main activities include technical feasibility and infrastructure studies, concept designs, basic and detailed engineering, GMP – consulting, qualification and validation services, revamping and modernisation of existing pharmaceutical manufacturing plants

An avid reader, Singhal enjoys cooking on weekends for his family. As he needs to travel regularly for work, Singhal feels blessed to have been able to spend time at home, even though it is due to the unfortunate pandemic situation worldwide.



PERFECT END-TO-END SERVICE PROVIDER



TARANG GOYAL
MANAGING DIRECTOR,
INTEGRATED PERSONNEL
SERVICES LIMITED

As managing director of IPS Group, Tarang Goyal's visionary ideas have kept the organisation achieve high growth by applying best management practices and strategic planning

Integrated Personnel Services (IPS Group) is an end-to-end human resource management company providing customised solutions to various corporates in India since 2004. IPS Group has a proven record of being a preferred vendor of many clients with 95 per cent of its customer retentions rate. It is known to be an innovative service provider with a dedicated team, owning their own tasks and improving their client experience.

This year, even when the entire world was suffering due to pandemic, IPS Group showed excellent situation-handling skills by managing the issues and problems faced by its clients time to time. Their team was working 24x7 to handle the operations of their flexi staffing services where people on payrolls had to go through many challenges due to the lockdown. They managed and processed salaries to ensure their wellbeing and helped companies streamline manpower requirements, even in situations where there were limited number of people available to work.

During the second pandemic when there was an acute shortage of people working for the healthcare domain, they supplied trained and experienced medical practitioners to medical institutes across India. Since there was a lockdown and people were unable to come to office or visit clients, IPS took immediate actions to transfer and establish a virtual office setup where people were easily accessible to

the associates or to the clients through the virtual tools adapted by IPS.

The technological wing of IPS Group proved to be convenient for all its clients as they were able to manage the entire manpower and operations through customised platforms. All value-added services including attendance and other expenses management tools, geotagging, travel management portal, recruitment and operations tool helped IPS Group run the entire processes smoothly and ensure glitch-free experience to its clients. IPS also acquired a customised platform for its CRM activities which will enhance clarity in business and minimise works of IPS teams.

ISP's managing director Tarang Goyal is an entrepreneur, a visionary and a CA by profession. He has many dimensions to his dynamic personality which shapes the IPS Group as an end-to-end solution provider. Goyal holds diverse industry experience of more than 15 years that goes into the strategic designing of the group. He has served various global corporations in numerous sectors at top financial position. As the managing director of IPS Group, his visionary ideas have kept the organisation surging high achieving growth, applying best management practices, with strategic planning activities. IPS Group's mission to provide superior integrated HR solutions stands as their motivation ensuring procurement of the best resources for our clients.



MAN WITH A MISSION TO CURE THE WORLD FROM DISEASE



DR RAMAVATH DEVENDRA NAIK
CONSULTANT MEDICAL ONCOLOGIST, OMEGA HOSPITALS

Dr Dev has presented research papers on breast cancer, multiple myeloma, acute leukaemia, bone marrow transplant, solid malignancies and sleep quality in intensive care units

The chief medical and hematologist at Omega Hospital, Visakhapatnam in Andhra Pradesh, Dr Ramavath Dev studied medicine from JIPMER in 2011. Thereafter, he did his post-graduation (MD medicine) and super specialisation (DM Medical Oncology) from All India Institute Of Medical Sciences (AIIMS New Delhi).

A recipient of many national and international awards for his clinical research on cancer, Dr Dev was awarded the Young Investigator Award by the Society of Hemato-oncology (SOHO) in 2019 at Houston, Texas, USA, for his contribution to acute leukaemia research. He was also awarded the Young Investigator Award by the International Society of Paediatric Oncology (SIOP) in 2019 at LYON-France to contribute to paediatric cancers.

Dr Dev's research papers have been published in international journals like New England Journal of Medicine (NEJM), Journal of Clinical Oncology (JCO), and in many national journals like Indian Journal of Medical Research (IJMR), The National Medical Journal of India (NMJI). His original drug trial (PRACTICE Trial) to prevent chemotherapy-induced nausea and vomiting was published in one of the best oncology journals, Journal of Clinical Oncology (JCO).

His research has helped improve nausea and vomiting conditions in

children and has changed the practice worldwide. For his outstanding research contribution, AIIMS New Delhi awarded him the Gita Mittal Gold Medal and Book Prize for 2019. He has also presented research papers on breast cancer, multiple myeloma, acute leukaemia, bone marrow transplant, solid malignancies, and sleep quality in intensive care unit patients at international and national conferences.

Dr Dev takes great interest in teaching and training students and is one of the co-founders of Assure Medical Foundation with an ideology of helping students fulfill their super specialisation dream. Hundreds of students have benefited from this programme. Not this alone, he has organised many awareness and health camps in rural Andhra Pradesh and has been associated with NGOs like Rural Development Trust (RDT) and Sridharani Foundation.

He is currently heading the Department of Medical Oncology and Hemato-Oncology at Omega Cancer Hospital, Visakhapatnam. He has reshaped the department of medical oncology to an extent that low-income patients get best free of cost quality treatment under various government schemes. He is also setting up the Bone Marrow Transplant unit at Omega Cancer Hospital to provide comprehensive and complete cancer care.



DIGITAL INNOVATION TO CREATE A BETTER TOMORROW



ROHIT BAGAD
CHIEF EXECUTIVE OFFICER, INUXU
DIGITAL MEDIA TECHNOLOGIES
PRIVATE LIMITED

With increasing disruption in internet penetration and data consumption in evolving markets, digital advertising will witness a lot more adaption and innovation

An innovation focussed product evangelist and the founder of Inuxu Digital Media Technologies, Rohit Bagad believes the true potential of digital media can open up infinite opportunities for every entity in the digital ecosystem. With over 17 years of experience with companies comprising 360 degrees of digital marketing and advertising ecosystem, consisting of mobile and internet advertising technologies, ad networks, digital ad agencies, digital publishers, data analytics and IT.

As the CEO of Inuxu Digital Media Technologies, he conceptualised and spearheaded the ad-tech platform, Adgebra, which has grown to be India's largest regional language native ad platform. Bagad is extremely passionate towards digital as an advertising medium and is constantly driving innovation that can blend science of relevance and art of engagement for brands to connect with today's digitally evolved user.

According to Bagad, the way advertising and media industry is heading today and with increasing disruption in internet penetration and data consumption in several evolving markets including India, digital advertising will see a lot more adaption and innovation. With more and more regional internet adaption, vernacular languages will also impact the way brands interact with the digital audience. He wants to lead Inuxu in this bandwagon and create more opportu-



nities and offerings for brands and publishers in the digital space.

Under his focussed direction, strong commitment and leadership, his core team including co-founder and COO, Trushant Ugalmugale and co-founder and AVP Products, Shashikant Anpat, has helped numerous brands connect with the new age Indian audience on the internet through Adgebra's massive reach and multilingual messaging capability over the last seven years. Today, Inuxu's Ad-Tech platform connects to about 400 million unique users monthly through over 2,000 partner publisher websites/ apps in more than 10 regional languages across India.



DELIBERATING BETWEEN IMPOSSIBLE-POSSIBLE MYTHS



SUDHIR SAMAL
CEO, UB INTERNATIONAL
TRADING LIMITED

Samal focusses on building a team, not compromising on quality and process system, on product development, implementing ERP system and enforcing auditing systems and control

Blessed with the attributes of humbleness and practicality, Sudhir Samal is one of his kind. Born and raised in a tribal belt surrounded by hill and hillocks in southern Odisha, atnot many know beautiful place called Sunabeda. During his childhood days, Samal used to hear airplane engines roaring in the sky which amused him. He dreamt of flying in the blue sky someday.

Starting from an ADAVIAN in Sunabeda to NIT Rourkela (Electrical) to Nottingham (NTU, UK) and Fore School combine post-graduation in international business opened up global gateways for him. After working for global leaders like GE and ABB in area of automation and commissioning in various engineering industries, Samal embarked on a journey in the corporate world where challenges were to shape up the export manufacturing units in footwear domain and be on the top.

The factories, in rural Tamil Nadu, were capital intensive, did seasonal business, were fashion driven but product was customised with artisan works. Leather being a natural and cost intensive industry was labour intensive, had unskilled workforce and high attrition rate and there was fluctuation in demand and supply in exports. Problems such as quality issues, authority intervention, highly price sensitive, and low penetration of technology were the predicaments in his path. But he overcame it all.

Samal focusses on building a team,

not compromising on quality and process system, on product development, implementing ERP system - SAP, enforcing auditing systems and control. He has been successful in improving 360 degree communication, ushering in transparency and professionalism and empowering 70% women employee.

In 2019, the Government of India recognised UB International Trading Ltd as one of best 5000 MSMEs in India. Various manufacturing associations started recognising the company and contribution to nation building. The recognition goes to thousands of workers from surrounding villages associated with the company for a long time.

The story continued despite pandemic. Initial days were tough and the shift happened – from tech driven to unorganised business. But the spirit of becoming an employer, association with thousands of workforce from lowest range of society, contribution to society and uplifting people’s morale, finally brought him the position of the achiever. Samal speaks at various MSME forums and loves deliberation between impossible to possible myths. He resides in Bangalore but travels a lot. In fact, he reveals that factories are his second home and loves story telling and reading books. Currently he holds the post of joint secretary in South Indian Shoe Manufacturers Association (SISMA) and executive committee members in several other charitable organisations.



INNOVATION, TRANSPARENCY ARE THE SUCCESS MANTRAS



KARAMBIR DHALL
CHIEF EXECUTIVE OFFICER,
WALCRO SOFT PRIVATE LIMITED

Walcro delivers technology and business consulting solutions and services and integrated portfolio of services in consulting, system integration and outsourcing for key industry verticals

Ever heard of the saying: A leader is the one who knows the way, goes the way and shows the way." Introducing a quintessential example of the same is Karambir Dhall who founded Walcro Soft Pvt Ltd at a young age of 17 with the vision to offer cost-effective solutions to businesses globally. Since then, Walcro has come a long way in every aspect.

Today Walcro, as a global technology giant, delivers solutions in more than 90 countries worldwide and aims to provide cost-effective and reliable solutions to organisations of all sizes. Under the leadership of its CEO, Karambir Dhall, Walcro has partnered with top most well-known corporate giants of the IT sector. The effort is to bring the global customer base to the Indian markets for cost-effective IT solutions and services to boost Indian economy and confidence of global customer base to commence business with Indian companies.

Walcro helps businesses around the globe transform whether their needs encompass BPO, IT services, or Data Centric Services; broadband, voice, hosting, dedicated servers, cloud computing, colocations, data or multimedia communications which includes readily accessible audio, video or web conferencing. The organisation can provide you solutions to meet your needs.

As a result of their core capabilities, global infrastructure, great

resources and commitment to quality, Walcro delivers a wide range of technology and business consulting solutions and services which also offers integrated portfolio of services in the areas of consulting, system integration and outsourcing for key industry verticals. The organisation's corporate objectives have helped maintain the characteristics that have been the driving force behind their success and customer satisfaction. "We understand the importance for maintaining the characteristics that helped us grow successfully, and gain our customers satisfaction. We love what we do and welcome innovative ideas. Our obsession, consistency and cooperative effort to see each one of our customers satisfied is what that sets us apart," says Dhall.

He adds that empowerment, innovation and transparency is what intimately guides them in everything that they do. "Our company, with its sub-brand, CookMyWebsite.com, a cyber security and IT platform, allows us to provide reliable, scalable and cost-effective delivery of services and solutions. This time-tested platform has helped us achieve a client satisfaction rating figures ranging far higher than industry standards. We strive to serve our clients with respect and understanding, without sacrificing the efficiency that keeps our client's costs low," Dhall puts in.



START THINKING OF YOURSELF AS SUCCESS



DR ADITYA BANERJEE
CHIEF EXECUTIVE OFFICER,
COSMO WORLD

Dr Aditya Banerjee is working on fusion of the science of astrology with the emerging technologies like blockchain, artificial intelligence and machine learning

An enterprising entrepreneur, Dr Aditya Banerjee has always been keen on innovating and transforming ways to do business. He always brings something new to the table with his “Let’s Do It” attitude. Throughout the last decade, Dr Banerjee has been managing, conceptualising and leading different businesses like dairy, agriculture, retail, hospitality, portfolio management, stock trading, edu-tech, medi-tech, blockchain, astrology, AI-enabled applications and services and electric mobility.

The urge to contribute towards saving the coming generations from the clutches of deteriorating natural environment has led him to focus on developing and evolving a complete ecosystem in the e-Mobility and the Electric Vehicle (EV) space and hence, the brand Sahara Evols was born. Apart from this, through Cosmo World, Dr Banerjee is working on fusion of the science of astrology with the emerging technologies like blockchain, artificial intelligence and machine learning. “Through ecosystem building, we strive to bring a real change to the lives of basic income groups and this will be real testimony to the success of our work,” says Dr Banerjee.

Sahara Evols is the e-mobility initiative of Cosmo World. The idea is to leverage an exhaustive and penetrative network of consumers and scale to amalgamate different stakeholders and build a robust and responsive eco-

system for electric vehicles across the country; what he calls as the “Ecosystem Approach”. Sahara Evols’ strength lies in its network and the brand-name which they are leveraging to accelerate India’s transition to e-mobility. Not going the traditional way, Sahara Evols has collaborated with a number of established and lesser known brands of the EV industry for exclusive products. It was a conscious and strategic call to focus on post sales services rather than entering into manufacturing. However, manufacturing too is going to be the focus in years to come as Sahara Evols evolve with time.

Starting during mid-2018, Sahara Evols has established presence in 20 states and 150 cities across India where electric vehicles co-branded with partner OEMs are sold through more than 195 dealerships. The company currently has tie-ups with some leading Original Equipment Manufacturers (OEMs) and has established a country-wide network of more than 350 electric vehicle service centres. The company was selling around 2,000 vehicles per month before the lockdown.

Sahara Evols has helped new players develop their own sales and service channels by providing a ready dealership network to reach out to their potential customers even in Tier II and Tier III cities. Its future plan include entering battery swapping services space with plans to expand the same to the rest of the country.



BUILDING COMPETENCIES THROUGH KNOWLEDGE SHARING



DR SATHISH RAJENDREN
 FRICS, SLCR, MCR, CFM, AIFL, CHIEF OPERATING OFFICER & HEAD, FACILITIES & ASSET MANAGEMENT KNIGHT FRANK (INDIA) PVT LTD

Dr Sathish Rajendren is a profound management professional with determination to augment his knowledge and skills in dynamic and diversified environment

A senior business leader and an ANSEAD alumnus with over 18 years of experience in corporate real estate for occupiers, developers and investors for facilities and asset management, Dr Sathish Rajendren presently heads consulting, facilities and asset management business line for Knight Frank India.

He is also serving in OSCA (Occupier Services) APAC Board and working closely with Global and APAC teams to take the business to next phase of growth by providing strategic and operational leadership. In fact, Dr Rajendren is considered as one of the most futuristic, motivational and successful leaders in the Indian real estate industry.

The growth of the real estate industry is conditioned by the ability to adapt to corporate demands on a dynamic basis, and to balance between physical spaces, people, and performance. Dr Rajendren has constantly engaged in helping organisations build these competencies through successful knowledge sharing on a collaborative basis within organisation and through various national and global associations. He has a clear vision on approaching the industry in a manner that transforms the business

operations with a clear commitment to learning and developing talent along the way. Also, he is someone who can manage every level of knowledge sharing right from vision, strategy till tactical approach to help people at various levels.

He contributes immensely to various initiatives not only for his organisation but also to the fraternity with



his role on Core Net's Global board and with RICS in South Asia. Dr Rajendren is a profound management professional with determination to augment his knowledge and skills in dynamic and diversified environment. He believes in having realistic ambitions in life and that is how he is self-

motivated to achieve them one by one. His aim is to empower and enrich himself with continuous education and learning so that he can share the same with others. He is also passionate about mentoring young minds and help them grow in their career spheres.

He loves to play basketball, football and cricket. This has inculcated in him the discipline of working, strengthening team spirit and "winning together". Overall, a thorough professional, avid learner, team player, popular leader and a good human being.



DELIVERING RESULTS IN AN UNCERTAIN WORLD



RAGHUVIR GAKHAR
CHIEF EXECUTIVE OFFICER, PC
FINANCIAL SERVICES PVT LTD

CashBean is engaged in the business of extending unsecured personal loans, developed and designed to make every individual's personal financial needs easier and faster

A finance and treasury executive with over 17 years of experience, Raghuvir Gakhar has been instrumental in introducing and establishing digital lending in India. At present, the director and Chief Executive Officer (CEO) of PC Financial Services Private Limited, Gakhar is leading the finance function of CashBean, the company's obile and web-based platform and a cutting-edge fintech product. CashBean is engaged in the business of extending unsecured personal loans and has been developed and designed to make every individual's personal financial needs easier and faster.

A fellow member of Institute of Chartered Accountants of India (ICAI), Gakhar's vision is to make CashBean the primary and most credible digital lender in the country through the most technically intuitive and customer-centric business practices. Under his leadership and guidance, CashBean became the second-most downloaded app in India on Google Play Store in 2019. When businesses across verticals were hit hard due to the pandemic, Gakhar navigated the COVID-19 situation tactfully and successfully brought the company out of the turmoil while many others in the industry faltered or closed. He has led the company through its most difficult phase during Covid and today, CashBean – the most ardent follower of RBI regulations and guidelines – is one of the



fastest growing lenders in unsecured digital personal loan space.

Gakhar holds a bachelor's degree in Commerce (Accounting & Finance) and has completed a certificate course of Business Valuation from ICAI. He was previously associated with Clix Capital, GE Capital and Bank of America where he was one of the most awarded functionaries. Known for bringing on board the most valuable business partners within the fintech space, Gakhar has been felicitated for Delivering Results in An Uncertain World and conferred with Stay Lean to Go Fast award as well. He is an ardent reader and leaves no chance to add to his collection new books on business and finance.



PROVIDING OUT OF THE BOX SOLUTIONS TO THE CLIENTS



RAKHI MAKWANA
FOUNDER, STUDIO RAKHI M

Rakhi Makwana's ability to think out of the box, her resilience and her determination are the key qualities that have ensured her success

Rakhi Makwana is an award-winning designer and the founder of an architectural and interior design studio based out of Mumbai. She holds a Bachelor's degree in architecture from Sir JJ College of Architecture. Since childhood, she has dreamt of being an entrepreneur. Now, with over two decades of experience, she has started her own studio, spearheading into a largely male-dominated segment.

The first 10 years of one's career are extremely crucial and lay the foundation of a lasting system of strength and value. It was committed hard work sprinkled with a bit of luck that gave her opportunities to work on and lead prestigious projects. Aditya Birla Group HQ, New Era School, Motilal Oswal HQ, RCP (Building Number-1), Palladium Mall, Marriott Courtyard Agra were projects that brought vital experience and exposure to different segments.

Since opening her studio, she has worked with clients like The Phoenix Mills Ltd, All Cargo Logistics, Aditya Birla Group, Reliance High-end Retail, JSW and Nayasa with outstanding creativity, commitment, leadership qualities and professionalism.

Makwana has interest in new materials, craft and technology and strives to incorporate them in her work. As a professional, she derives immense satisfaction from adopting a hands-on approach on all her proj-

ects. This, she believes, helps design spaces which are more refined in terms of proportions, compositions and emotional recollect.

The wealth of experience that she brings to the table helps her tackle challenges with ease, provide out of the box solutions to clients, innovate to solve traditional challenges, derive the best possible value proposition from vendors/ partners and ensure client delight.

One of her most striking qualities is the versatility with which she handles different styles across genres and scales. From hospitality and commercial to residential and retail, there is nothing she can't pull off with elegance. Of course, while these are essential qualities in an architect, being an entrepreneur and running a business is a different skill set altogether.

Success in the service industry is measured by client-testimonials. This requires constantly inspiring your team so that they understand work ethics and deliver quality end-products, building trust with the client. Her ability to think out of the box, her resilience and her determination are the key qualities that have ensured her success.

She considers entrepreneurs like Barbara Corcoran, Sara Blakely, Allison Maslan and JJ Virgin are her inspirations and believes in looking at the brighter side as that is where opportunities lie.



LEARN TO FLY BUT DON'T GET WEIGHED DOWN



SANDESH MISHRA
CO-FOUNDER & CEO, BIMA GARAGE

They spent sleepless nights, juggling between their existing desk business retention, expansion and coming up with unique product direct for customer claim servicing

While working for more than a decade with health insurance at senior management level, he realised that everyone was selling health insurance. Sandesh Mishra then inceptioned Bima Garage to address common problems by establishing the first ever business model that emphasises on integration of health care ecosystem. It was December 2017 when the company first started working on the “idea”.

Post-ideation, Sandesh and co-founder Hemant got a survey done on viability of business on ground. In 2018, the company got legally registered with three co-founders – Sandesh, Devang and Hemant and established two offices in Mumbai and another in Surat, with 34 hospitals as customers. They started looking for funding. As fortune would have it, they met Jaya who became their first investor partner and the training head. Within the first year of operation, they bagged two awards: Most promising health care start-up from Times Group and Best Health Care Start-up Global Health Care Leadership Award.

Here again one of their colleagues Pradyuman joined the team with minimal investment. Also, they participated for incubation programme and got selected in top 20 start-ups at AIC-NMIMS, Mumbai. Post this, they expanded to few more cities and started getting approached by various fund houses and PE invest-

tors. This boosted the company’s morale to another level and soon they got their first round of investment from PE along with extremely reputed group of investors. As of now, the company is spread in eight cities and three states with 87 employees.

Before they could celebrate their second anniversary on June 19, 2020, suddenly the whole world turned around due to COVID-19 pandemic. The company had to face challenges on work front and employee retention. Customers (hospitals) were confused with frequent changes in guidelines on treatment protocols, cash flow crunch, low flow of patients. This was the time when they thought of a new product, a fast moving B2C. They spent sleepless nights juggling between their existing desk business retention, expansion and coming up with unique product direct for customer claim servicing and existing policy benefits with a larger and long term idea of creating a community of insurance and health fraternity.

This is how HobNob was incubated and launched. Within the first month, they got a 1,000 customers registered on their portal for claims services. Even though the world was going through a catastrophe, their investors bestowed them with trust and accepted proposals for further funding. With the fresh funding, they got the call centre setup, CRM setup, bigger office setup and recruited.



RESOLVING PROBLEMS THROUGH MENTAL COMPOSURE



RAGHWENDRA KUMAR VERMA

GROUP HEAD- LEGAL, COMPLIANCE & COMPANY SECRETARY AT ISON

His exposure to multiple geographies and understanding of local laws has been helpful for iSON, with him taking initiatives to proactively mitigate legal liabilities

In a career spanning 23 years, Raghendra Kumar Verma has delivered business-driven legal strategy at global, regional and national levels across industry verticals. He has over 23 years of experience as General Counsel, Corporate Secretary and Chief Compliance Officer. Seasoned in corporate governance and corporate law, he's a professional with a proven ability to ensure multi-jurisdictional compliance and risk management programmes.

He leads iSON group's efforts in building strong corporate governance and compliance focussed organisation. Verma has helped the organisation in spreading its wings by carrying out acquisitions in Egypt, South Africa, Dubai, Cyprus, Mauritius, Kenya, Nigeria, Tanzania, Mozambique, and in other parts of Africa and Middle East and becoming a global organisation. His exposure to multiple geographies and understanding of local laws has been helpful for iSON, with him taking initiatives to strengthen compliance and proactively mitigate legal liabilities.

He specialises in cross border M&A, contract/ risk/ litigation management, corporate/ employment/ privacy/ cyber security law and the list just keeps going on. His peers consider him a quintessential professional with excellent domain knowledge in overall legal and compliance matters with the unique ability to imbibe, digest and then come up with appro-

priate options to solve any problem. This issue could be related to contract, litigation, human resources, M&A, Board and shareholders related, regulator, risk, corporate governance or compliances.

Forever willing to stretch himself and contribute to areas that may not have fallen under his scope – a complete team player. He's popular for his brand of ethical approach that focusses on governance structures. The company legend goes that no one has ever seen him stressed or losing self-control even in the most adverse of situations.

Verma dreams of building a legal platform where he can assist the less privileged members of society for a fraction of the market rates as getting justice has become an expensive affair – beyond the means of many. His mantra has always been "Accept your mistakes rather than defending them. Only in vulnerability lies true strength. Patience in mind and dynamism in action brings all the success in life."

In his own opinion, he considers himself as a business and legal strategist who is committed to minimising risk while providing pragmatic business and legal strategies to achieve business goals. In the future, he's going to pursue implementing strategic business growth initiatives and building strong board relations, along with creating powerful internal and external alliances being able to manage any crisis.



YOUR WILL DECIDES YOUR WAY TO SUCCESS



TR VARADHAN
CEO, MASCOT SYSTEMS PVT LTD

Carrying excellent entrepreneurial skills, he has the ability to understand the market and reach out to customers with possible solutions

TR Varadhan believes in the technical skills he possesses which ultimately made him confident in pursuing his dream of becoming a first generation entrepreneur. He believes in motivating and mentoring of each employee so as to ensure each one is able to give the best to the organisation. Talking about his methods of work, Varadhan makes sure that work equated monthly sales to achieve annual targets. New customer development and new application development is what he constantly practices.

Carrying excellent entrepreneurial skills, he has the ability to understand the market and reach out to customers with possible solutions. Using various methodologies, like the carrot and stick method to get the best out of the team, he guides individuals and ensure their strengths are utilised to the organisation's advantage. He has also provide opportunities for team for growth in the organisation, successfully implementing two joint venture companies and readying to sign the third by December 31, 2021.

Commencing a business enterprise has never been easy for anyone. Henceforth, Varadhan too went through his share of predicaments including resistance from customers on using new technologies and new concepts and adopting to change, for example using new technology and more expensive products to reduce toxic emissions to the atmosphere or

improving explosion safety concept. It took the organisation three years to push across the concept and eventually achieved success. The sales team's ability to push harder for higher price realisations.

Varadhan's success journey has been rollercoaster ride he cherishes. He achieved a market share of about 85% in one of the products (Kalrez) from 10% and provided the best solution for explosion safety and implementing the same at all plants of Mondelez (erstwhile Cadbury), resulting in large order of over Rs 11 crore in 2017-18.

He convinced EIL and BPCL to ensure to uphold the use of our products for the reduction of fugitive emissions in valves and have had the environmental ministry to support this cause. Over the last two years, the company has secured large orders for the reduction of fugitive emission and has grown the business to a level of Rs 64 crore over seven years with a small equity and zero debt. He has already applied for three patents in the field of bearing seals, design and validation complete, by December 2021.

He achieved reduction of working hours from 52 hours in 2012 to 40 hours a week for the entire organisation. The eventual target being 35 hours a week and successfully executed two JVs in the last seven years, a) with Eagle Burgmann Japan; b) Maspero Elevator Italy.



LEADING ONE AND ALL TOWARDS HEALTHY LIFESTYLE



SAVITHA MATHIVANAN
FOUNDER & CHIEF DIETITIAN,
NUTRISATORI HEALTH SCIENCES
PRIVATE LIMITED
GERMANY

Nutrisatori's vision is to provide Glocal diet – Think Global, Eat Local and provides diet plans with locally available food

For Savitha Mathivanan, Nutrisatori is all about passion. She started Nutrisatori with three objectives – to stress on the importance of Glocal foods, to provide personalised diet accessible to all and to quell misinformation on social media.

During her 13 years of experience in fitness, hospital, pharma and products companies, Saitha did personal counselling with nearly 7000 people and reached out to another 15,000 through seminars and workshops. She realised that often people's questions were based on diets that are completely Western and Mediterranean or were based on misinformation from social media with quick fix to their health issues. It is this connect with people that led Savitha to launch Nutrisatori.

Savitha stresses that traditional Indian food ingredients, herbs and spices are with high medicinal values. But we forget to consume them at right time in right proportion due to lack of awareness about its nutrients. Nutrisatori's vision is to provide Glocal diet – Think Global; Eat Local. Nutrisatori provides diet plans with the locally available food but with recipes from all over the world.

To maintain healthy and active life, quite often people search the internet for standard diet plans or follow celebrity diets. But our body and metabolism is as unique as our fingerprints and one size doesn't fit all. Each one of us require a personalised diet depending on our lifestyle, physical

and emotional conditions. Nutrisatori aims to provide an affordable personalised diet plans for all.

One of the key factors for Nutrisatori's success is ATAWAD – Services of Nutrisatori is completely digitalised and can be accessed by the clients Any Time, Any Where, using Any Device (ATAWAD). Nutrisatori has significance presence in social media. Nutrisatori aims to reach out to a million people over the next two

After moving to Germany, Savitha expanded her client base with Indian Origin people in Europe who struggle to find right equivalents to European food in terms of nutrition

years with a message on proper balanced Glocal diet being the key to healthy, wealthy and happy life.

After moving to Germany, Savitha expanded her client base with Indian Origin people in Europe who struggle to find right Indian/ desi equivalents to European food in terms of nutrition. She strongly insists to her clients that none needs any fancy menus to achieve their health goals. Today, Nutrisatori has hundreds of happy clients from India, Germany, the UK, Australia and Dubai.



TRANSFORMING THE WORLD OF ARCHITECTURE



ARCHITECT ISHWAR GEHI
DIRECTOR, ISHWAR GEHI ARCHITECTS

Ishwar Gehi Architects' work portfolio spans across townships, hotels, clubs, shopping centres, corporate offices, commercial complexes and private residences among others

Best described as a passionate architect with each of the projects, he has designed over the past two and a half decade speaking for itself. With his desire to revert the best to society as an architect, Ishwar Gehi's works always illustrates dedication and his eye for the intricate details.

Born in Mendarda (in forests of Gir, a village in Gujarat, the aspiring man who stepped out of the village at a young to show the world his true mettle. Initially, architecture was not on the agenda for Gehi and he was about to pursue a career in civil engineering. But fate had other plans. Few weeks later, after studying for civil engineering, he got admission in architecture. He then got himself transferred and pursued architecture from MS University, Vadodara.

Before starting his own venture in Rajkot in 1995, the architect worked with Ar Kishor Trivedi for five years. In an interview when the architect was asked about his journey during his struggle period, he simply said that although he worked under Trivedi, his day and night struggle summed his work experience to eight years.

From modest beginnings in 1995 in Rajkot, Ishwar Gehi Architects covers projects across entire India. Its work portfolio is extensive and diverse and spans across townships, hotels, clubs, shopping centres, corporate offices, commercial complexes and private residences among others. From small scale private bungalows



to large scale residential and hospitality projects, the architect has hustled his ways from the bottom to one of the top-notch architects across the nation.

Future is something that is often talked about. Considering the number of projects carried out by Gehi, it comes as no surprise that he has had substantial impact and contribution in the world of architecture, and this impact is only growing at an even faster rate as the time passes. If his very recent works are studied/ observed carefully, one realises that Gehi, with respect to current scenario, holds total likelihood of transforming the world of architecture, future of construction and design, forever.

"The future of architecture, the largest and most lasting physical form of art has and will always remain a mystery, and we like it that way," he puts in.



ALWAYS A POSSIBILITY TO EMERGE VICTORIOUS



SHILPA KULSHRESTHA
GAME CHANGER COACH,
SCINTILLATE PVT LTD
AUSTRALIA

Her book *Play IT Full* became the bestseller and was much applauded by the readers.

Nicely packaged by the education system with multiple degrees, Shilpa Kulshrestha was a brown paper among all other brown papers. Following suit, a safe and secure job was the evident choice and she did get picked up. Having earned everything considered successful by this society – designation, security, money, house, ample bank balance, life was good for 16 years.

Until one day, she had a realisation! With questions storming her mind, she bade goodbye to her corporate career and started on a quest to self-discovery with Tony Robbins' *Life and Wealth Mastery* in Fiji. She slowly started getting the answers. As she looked back in her life, Shilpa started seeing the glimpses of a different "Shilpa", the one she never encountered before.

She stood against all odds not to be a typical daughter-in-law and owned her place as a beloved daughter of the house. She carried her charisma even with her baby in her hands and walked into an interview and grabbed the job on spot with a top consultancy. She bid goodbye to her corporate career to listen to her inner voice and to build a dream. All these instances lined up to say that she had shown traits of "unreasonableness" every now and then. The rules of this society never appealed to her.

In the following years, she finished writing her book *Play IT Full*, with her partner in flat five days. The book went

on to become a bestseller and got out of stock in just a few hours. As a coach, she enabled hundreds of professionals across 12 countries discover their passion, make successful career transitions, get salary jumps with more than 100% money, open successful businesses, turnaround families, transform relationships- all geared towards creating euphoric careers and life. As a

She bid goodbye to her corporate career to listen to her inner voice and to build a dream. All these instances lined up to say that she had shown traits of 'unreasonableness' every now and then. The rules of this society never appealed to her

result of the impact created, received multiple awards and was featured in FOX, CBS, multiple TV and radio shows, podcasts and global magazines. As an entrepreneur, she surpassed her corporate income in 10 months and in 1.5 years, she was making five times her corporate salary.



DIFFERENCE BETWEEN GOOD AND BAD ARCHITECTURE



TEJPAL SINGH
FOUNDER & MANAGING DIRECTOR,
STAD ENTERPRISES

The software solutions he developed has helped global companies gain more revenue and enhanced the efficiency of their existing systems

Inspired by the quote of former President of India Dr APJ Abdul Kalam: *If you fail, never give up because FAIL means First Attempt In Learning*, Tejpal Singh, founder and managing director of STAD Enterprises, started his career as a simple software developer moving to managing projects and then proceeded to become Director Technology in a French company. At present, he is the Managing Director of his own company, STAD Enterprises.

In this journey, some of his key achievements were IGNOU Virtual Campus, helping French company gain 500+ customers every year with his techno-commercial solutions, creation of TraMOH (an intuitive business manager software). With his mentoring, Singh's subordinates ended up becoming great leaders under his guidance.

A tech-savvy professional with more than 30 years of experience in the IT industry and a Master's degree in Computer Science, Singh believes in attaining higher productivity with the least efforts and delays. Singh is a seasoned leader experienced in technologies like cloud computing – AWS, IoT, Machine Learning and Web. He has been instrumental in setting up startups and building high-performance teams. In 2018, he founded STAD Enterprises that aims to provide solutions using the latest technologies like ML, AI, IoT, BlockChain to provide useful solutions to the customers. In the last years at Fastbooking, his hunger

for new technologies and using them to solve real problems made him think of building his venture.

With certificates in IoT, Machine Learning and pursuing BlockChain, Singh wants to converge these technologies to provide effective solutions solving real life problems. This is the mantra of STAD Enterprises – Insightful Solutions with a business outcome. The software solutions he developed has helped global companies gain more revenue and enhanced the efficiency of their existing systems. Few of them are Kelkoo (UK), Vaillant and Saunier Duval (Germany), Light My Place (France).

Apart from technological achievements, Singh is passionate about photography. As an amateur photographer, Singh has done a pre-wedding shoots, family photoshoots, and some product shoots as well. He utilised his free time to learn photography as he knows the importance of Constructive Time Pass. You can find some of his best shots at: Tejpal Singh – Photographer – YouPic.

As the Government of India is trying to incorporate the latest technology into education for easy conceptual learning in their New Education Policy (NEP), Singh, in collaboration with an NGO, is devising a method to break down the study material on the emerging technologies and updated IT related curriculum into simplified concepts. He goes by the mantra of 'never give up'.



CHERISH WHAT YOU HAVE AND STRIVE FOR BETTERMENT



IMAD A SYED
CHIEF EXECUTIVE OFFICER -
MIDDLE EAST & APAC, PILOG
GROUP

**The latest and
greatest of products
build under his able
leadership has won
many laurels with
widest client base
with extended
partnership spreading
over several years**

Imad A Syed is a technologist, innovator, mentor and entrepreneur. With socialist ideology, Imad has worked relentlessly not just for the organisational growth but for the people, society and community well-being in and around him. A strong believer of knowledge is power and grant of knowledge to younger generation will uplift next generation, had selflessly, devoted thousands of hours in enduring reformation and guided transformation.

A leadership icon had built his career with all rugged paths enabling PiLog to Blossom against all odds, steadily growing the organisational value chain over past two decades from level of systems engineer after acquiring Master's in Computer Science to the current level is driven by high level of self-confidence, determination and dedication.

As a technologist, he finetuned his skills on latest and greatest technologies and groomed the next generation product and service line of PiLog as an innovator and product owner. The latest and greatest of products build under his able leadership has won many laurels with widest client base with extended partnership spreading over several years.

Analysts with the likes of Gartner were not behind, his vision and mission to get global recognition for organisation he strives most, PiLog. Gartner Peer Insights

Recognised PiLog "Voice of the Customer" Master Data Solutions Customers' Choice Award" with "High Review Coverage & High Overall Rating" have positioned PiLog to be preferred partner of choice for year 2020. The storyline continued to 2021 with Gartner recognising PiLog in "Magic Quadrant of Y'2021 as Niche Player in Master Data Management Solutions."

Imad's humble and helping nature, being cool at all times, go to person for discussing personal and professional issues, appreciated by critics, competitors and multi-dimensional partners had made him a mentor of his kind with global recognition.

Thoughtful leadership, progressive organisation management, propellant in inorganic or organic growth enabled his entrepreneur representation at PiLog's investing his time, money, and energy.

What's next, a million dollar question; always Imad self-reflects upon. His aim being growth of value system is not just through earning dollars. How the future products and services will enable sustenance of customer organisation growth, make world a better place to live, ensure corruption and fraudulences are eliminated and divergence technology integrates with futuristic master, meta data and analytical platforms on PiLog's global data platform.



CHASE YOUR DREAMS RELIGIOUSLY AND WIN IT



SANDEEP REDDY
ASST VICE PRESIDENT SALES,
CRM & MARKETING, MANTRI
DEVELOPERS PVT LTD

Reddy is an acclaimed thought leader in the real estate property sales, international investment and search industry. He is unequivocally acknowledged as a pioneer who successfully organised and institutionalised property

Sandeep Reddy is a real estate professional who has over 17 years of experience in the real estate field. He has played a crucial part in establishing Database Marketing Capability in real estate. Reddy explains that brand competitiveness is an integral part in market today. He has been adjudged the Young Achiever of the Year (high value residential) at the Real Estate Leadership Awards 2019 hosted by Real Estate & Business Excellence Awards and endorsed by ABP News. He was recognised as the Top 100 marketing individual CX Growth Hackers in association with ORACLE survey. Among the top sought real estate individuals in Bangalore, Reddy has been honoured multiple times in the prestigious Leadership Awards powered by CXO survey.

Harnessed with a determined management style and a radical business mindset, Reddy is an acclaimed thought leader in the real estate property sales, international investment and search industry. He is unequivocally acknowledged as a pioneer who successfully organised and institutionalised property sales, reference build model, brokerage business in India, which was and still to an extent remains a highly fragmented and unorganised industry with vast experience of 17 years.

Reddy brings discerning P&L management expertise coupled with a unique entrepreneurial and risk management mindset. He has mul-

multiple accredited accomplishments during his stints in prestigious start-ups like Raja Housing, Golden Gate Properties and added value to well organised real estate organisations like Bren, Puravankara and Mantri developers currently.

He has turned around some tough high value residential inventory under his guidance. His competitive edge lies in turning around struggling businesses into profits

Reddy's competitive edge lies in turning around struggling businesses into profits and implementing topnotch sales and distribution governance models

and implementing topnotch sales and distribution governance models along with product redesign frameworks. His business competence further dives across business development, risk management etc. Under his leadership, 24 projects (74 lakh sq ft) has been completed and handed over successfully in Bangalore by imparting real estate through the adoption of modern and indigenous methodologies.



A VISIONARY WITH PASSION TO CONQUER THE WORLD



RAJESH GOEL
VICE PRESIDENT
INDIA OPERATIONS, SAGE METALS

As an operation leader, Goel is managing three plants in India and driving excellence to make organisation profitable with help of his Sage Metals Team

Hailing from a humble background, Rajesh Goel from Gohana in Haryana, pursued his basic education till 10th from his home town. He believes the lessons he learnt in his initial years has helped him establish foundation of his knowledge and character. His father preached, "Have your feet on earth and eyes in skies". This always inspired him throughout the life and will continue to do so. He did his engineering graduation from Regional Engineering College, Kurukshetra in 1998 in mechanical field and started his career as a design engineer.

He completed his PG from BITS Pilani in 2005 in quality management. He learned business excellence tools in more detail and implemented the same as a project leader. Due to his efforts, the project won Siemens Excellence Award. He expresses his sincere gratitude to his guide (Bhawna Kasturia) and his mentor (SV Rohankhedkar). Both of them have helped him inculcate leadership quality. During that period, he published his first research paper on BBS (Behaviour Based Safety).

In one of his assignments, he spent almost six months in Japan for technology transfer. All through this period, he learnt Japanese language and added another achievement to his professional career. Understanding multi-country culture, he spent good time with candidates from different countries. Following this, he completed

another education programme – Senior Management Programme in 2012 from IIM Calcutta. His mentor, Navnath Tarle, helped a lot in improving his management and analytical skills for business decisions.

He ran operation for almost eight years as a business unit head and improved business bottom line by productivity improvement, backward

He ran operation for almost eight years as a business unit head and improved business bottom line by productivity improvement, backward integration for inventory reduction.

integration for inventory reduction. All these learning experiences and skills helped him to move in his career. Currently he is working as Vice President – India Operation in Sage Metals. As an operation leader, he is managing three plants in India and driving excellence to make organisation profitable with help of his Sage Metals Team.

He is thankful to everyone for their contribution in personal and profession life, especially his wife, Veena Goel, as she stood always with him during good and bad times.



OPPORTUNITIES DON'T HAPPEN, YOU CREATE THEM



MARKUS PFEFFERER
MANAGING PARTNER, TIBIL
COMPUTER SOLUTIONS

The aim of Tibil is to provide clients with solutions that improve their bottom lines, either by improving their productivity or decreasing costs

Tibil is a data engineering and analytics company focussed on enabling organisations to leverage data for competitive advantage. Their key focus sectors include banking and financial services, retail, healthcare, manufacturing, and social sector verticals. They offer data validation, and data engineering as well as engineering services to integrate, verify, prepare and transform data into formats that can be accessed by analytical models and tools.

For more than 60 clients in the USA, the Middle East, APAC and India, the 10-year-old firm offers valuable solutions. To this end, the team have developed an impressive framework. It is called iDEA, and allows them to integrate and organise large volumes and diverse formats of data from disparate sources, transform the prepared data into derived variables, analyse the data and build models for analytical solutions. This immense power is incredibly valuable to businesses, but must be carefully adapted to ensure that it gives clients the information they need most.

TIBIL is a boutique firm, with a highly engaged leadership team. It is thanks to the team's drive and commitment that the organisation has achieved the success it has thus far. Every member of the staff is naturally self-driven and curious, and new colleagues are always being sought to support them in their work. Data analytics are not something to be explored



Tibil is headed by Markus Pfefferer who has an impressive background of over 20 years in the service industry

for this team, but driven. Whether it's big data analytics, predictive analytics or customer analytics, they know how to approach problems so that they can achieve their much-desired success.

Tibil is headed by Markus Pfefferer who has an impressive background of over 20 years in the service industry. According to him, above all the aim of Tibil is to provide clients with solutions that improve their bottom lines, either by improving their productivity or decreasing costs.



EDUCATING THE G-LOCALS FOR A BETTER FUTURE



DR PRADEEP KUMAR
PRESIDENT, INDO-EUROPEAN
EDUCATION FOUNDATION, WARSAW,
POLAND

Dr Kumar initiated academia-industry interlinked model of business cooperation for India-Poland which helped Indian students get higher education in India as well in Poland

Dr Pradeep Kumar is a keen researcher and academician in the area of international business with practices of international economics, FDI, and higher education. He leads various research projects, and supports business needs in order to fulfil today's requirements of academia and industries. His courses, programs and lectures are top ranked in Poland, India, Ukraine, Germany and many other European and non-European countries. With 14+ years of international experience in teaching, training, consulting, and research, his knowledge and experiences are acknowledged globally by national and international lawmakers, stockholders, research scholars, industries, and society at large. Recently, he has coordinated a project for "Warsaw Stock Exchange" dedicated to 'GPW Growth Project' as a consultant (2019), and helped many public and private universities in Poland (EU and non-EU countries) for their survival and enhancement of quality education.

Dr Kumar initiated academia-industry interlinked model of business cooperation for Poland and India which has helped thousands of Indian students to get higher education in India as well in Poland. His projects launched for India focussed on research and academic cooperation with Polish universities, helping many students coming from rural India, from middle-class families with poor financial backgrounds. It not only

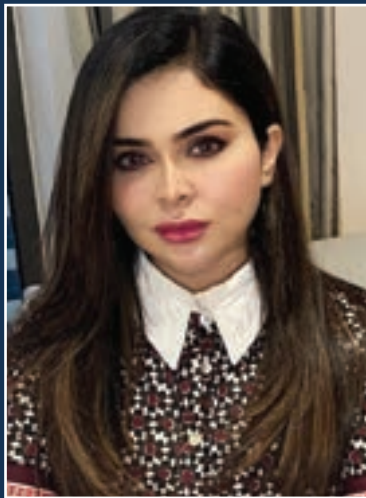
helped Indian students to get higher education from Poland by getting exposure of European Union, but also get supportive for Polish universities, when they are facing demographic challenges and not getting enough number of students for the available places at their specific faculties and departments (increased Indian students at Polish universities up to 6000 in 2019, compared in 2014 when total Indian students studying in Poland were 227).

He is a founder and president of Indo-European Education Foundation (IEEF), Warsaw, Poland. He is an assistant professor at the Institute of Modern Languages, University of Applied Sciences in Nysa, Poland; an External Expert for Polish National Agency for Academic Exchange (NAWA), Government of Poland (since 2018), an Editorial Board Member of 'Journal of World Economic Research (JWER)', New York, USA; and 'European Documentation Center and Analysis for Management', Romania.

Dr Kumar has published numerous articles in various research journals (30+) and edited volumes, and his recent books include *Foreign Capital Remains Buoyant for the Development of Indian Economy: Beyond the Pandemic* (2020); *The Determinants of Foreign Direct Investment in Emerging Economies: The Case of India and Poland* (2020); *Emerging Trends in Higher Education: A Roadmap for Poland-India Relations* (2019) and many more.



THE STARTING POINT OF ALL ACHIEVEMENTS IS DESIRE



DR SOMDUTTA SINGH
FOUNDER/CEO, ASSIDUUS GLOBAL

Dr Singh has served as the youngest and only woman vice-chairperson of NASSCOM Product Council

Dr Somdutta Singh is a force to reckon with! Moving rapidly ahead with a \$1billion vision for her current company, Assiduous Global. Dr Singh is an ardent believer of the adage, 'Every adversity comes with an opportunity!' A serial entrepreneur and angel investor, Dr Singh is currently operating her third venture, Assiduous Global, an e-commerce enabler that scales Fortune 500 companies across global e-commerce marketplaces. Her previous ventures, Unspun Group, an ad-tech company and IRA – House of Designers, a crowd sourced multimillion-dollar fashion label have been successfully acquired.

Dr Singh has been bestowed with the coveted Times 40 Under 40 honour and in 2020, she was featured in Fortune India's 50 most powerful business women edition. She is also the owner of three proprietary brands across diverse verticals and is a member of the highly distinguished Entrepreneurs' Organisation and Young Presidents' Organisation.

She has served as the youngest and only woman vice-chairperson of NASSCOM Product Council and has been the first woman of Indian origin on the Board of Kotler Impact. She has facilitated the Government of India to form the visionary Women Entrepreneurship Platform (WEP) by NITI Aayog that has helped lakhs of enterprising and revolutionary women across India on their entrepreneurial journeys.

Dr Singh is an ardent believer of giving back to society. Her not-for-profit organisation invests in the youth and empowers them with digital skills in an era that is technologically driven so as to help them leverage technology in order to sustain themselves. Her foundation helps entrepreneurs from Tier I and Tier II cities to raise money for their ventures. As an angel investor, she has invested in some of the most promising start-ups across the globe. She works with Ketto.org to fund surgeries of young children whose parents cannot afford the costs.

She has authored the bestselling book, *Decoding Digital: Unlocking Digital Barriers* that entails a detailed analysis of digital sciences, its impact on marketing and serves as a manual for students and businesses. Her second book is in the process of publication and she is, at present, writing her third book. She regularly graces events such as Future Women Conference, TEDx talks, RISE conference, Economic Times Conclave, London Tech Week, TiEsummit US as an influential speaker. You can find Dr Singh's highly opinionated thought leadership pieces frequenting some of the most renowned global dailies and news portals. She is a global mentor at Google Launchpad, a pre-incubation programme for start-ups and a mentor of change at Atal Innovation Mission (AIM), a flagship initiative to promote innovation and entrepreneurship in India.



CONTRIBUTING TO MAKE INDIA ATMANIRBHAR IN TRUE SENSE



PROF VC MALSHÉ
DIRECTOR-TECHNOLOGY,
NICHEM SOLUTIONS

To increase the life of fruits and vegetables, Prof VC Malshe stumbled upon the idea of catalytically destroying ethylene and converted it into a product

For years, 74-year-old scientist Prof VC Malshe has been working on water and environmental sciences. A retired professor of paints technology from ICT Mumbai (erstwhile UDCT Mumbai) is the Director Technology in NiChem Solutions. Years ago, he noticed the country is wasting (and continues to do so) about 30% of its agro produce due to inadequate handling, transportation, storage facilities and absence of cold chain in the country. In an effort to increase the life of fruits and vegetables, he stumbled upon the idea of catalytically destroying ethylene. The idea was soon converted in a product and a patent was applied in 2009. Prof VC Malshe.

In the following years, the same product underwent morphological changes and emerged as a catalyst that could generate hydroxyl free radicals. These are potent oxidising agents and hence are able to destroy bacteria, fungus and viruses in physical contact. During the pandemic, the country started importing face masks that would be able to destroy 95% viruses and could be repeatedly washed for 20 washes without losing effectiveness. These were highly priced and involved foreign exchange. There was no local technology in sight that could have served millions of Indians at an affordable price.

Extending the idea, the catalyst

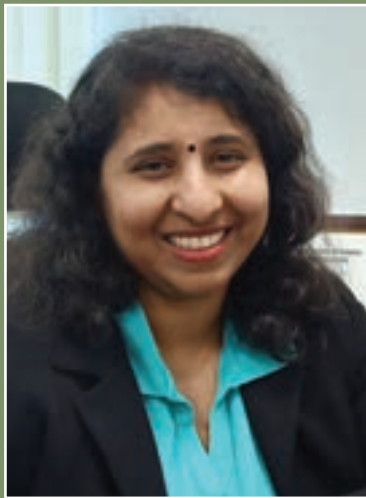
was converted in a coating that could destroy bacteria and viruses on contact. The coating was tested for 25 washes first and then for 50 washes and was found to retain 100% of the activity. The best part is, the coating did not change the appearance of the mask, is soft and smooth, does not obstruct the breathing process and there is no discomfort to the user even if the mask is worn for a long time.

In the first phase of development, the masks were distributed free to friends and business associates. As a social responsibility, these were also gifted to doctors, health workers, volunteers, police men and house-keeping staff of societies.

It is a pride to share that NiChem Solutions received *The Star SIES SOP Award 2021* and *The All India Export Excellence Award 2021*. The management of NiChem Solutions is committed to develop indigenous products for the country. They look forward to carrying on the work for the benefit of the last person in the chain, at an economical cost. The utility of the technology is being explored in other fields like currency paper, writing paper, paints, plastics storage tanks, treatment of hospital linen, cosmetic applications and pharmaceutical applications. NiChem aims to continue contributing to make Bharat Atmanirbhar in true sense.



ADAPTING TO A DYNAMIC BUSINESS ENVIRONMENT



SRIVIDYA PUPPALA
CEO & FOUNDER, ENSCONCE
BUSINESS PROCESS CONSULTING
SERVICES LLP

ENSCONCE's mission is to create and spread the culture of continuous improvement and help individual businessmen and organisations to accelerate their growth and profitability

A dynamic leader with 360 degree futuristic vision, Srividya Puppala, CEO of ENSCONCE, has established the company to help start-ups and establish businesses; bring structured growth and capabilities and help them scale. Srividya is an alumni of the University of Massachusetts Lowell, USA and comes with over 20 years of industry experience; worked in the USA and India. She comes with proven expertise of building portfolios and teams across various verticals/ industry sectors.

Srividya believes that right business practices, as a continuous process, is both a need and a strategy as it enables success by proactively adapting to a dynamic business environment and thriving in the vast opportunity it offers. Also, Right Governance Practices helps organisations remain focused, and enables their people and processes to evolve constantly.

ENSCONCE's key achievements include getting featured in Business Cover Story, Enterprise World as among 10 Most Recommended Consulting Companies for 2021; Business Cover Story in Silicon India Magazine as among Top SME Advisors in 2021; awarded Atmanirbhar Bharat Awards under Business Consulting Category in 2021 and was recognised by compa-

nies as Silicon India and Consultants Review for 2019 & 2020 respectively.

Srividya was honoured with Women Excellence Award in June 2020 by the Indian Achievers Forum while Project Management Institute, Bangalore recognised her contributions to the Project Management Community as part of their Anniversary and Annual event in 2019. She also serves as the President of Bangalore Chapter, MSME World. ENSCONCE's mission is to create and spread the culture of continuous improvement and further help individual businessmen and organisations to accelerate their growth and profitability.

The company's strategy for clients has always been to enable the founders and executive leadership team to successfully achieve their organisational vision by improving their overall performance and build the right customer and employee engagement.

"It was 17 consultancies that I approached to express my idea and before finding ENSCONCE but none could help me to reach my expectations. ENSCONCE was the only place I found people who come with good international exposure which helped me in my easy transformation. I recommend ENSCONCE significantly" shares an official of a nutraceuticals company.



MAKING CONTRIBUTIONS FOR NATION BUILDING



DR MALINI RANGANATHAN

ARTISTIC DIRECTOR, DANCER, CHOREOGRAPHER & PROFESSOR, BINDI, INDO-FRENCH CENTER OF INDIAN ARTS, CID, UNESCO, FRANCE

Dr Malini is an internationally known and qualified Kathak dance exponent, artistic director of a non-profit NGO Bindi and officially recognised by the Indian and French ministries

Since 1983, Dr Malini Ranganathan has raised awareness of Indian Cultural Heritage in France by training thousands of students in Traditional Fine and Performing Arts and by guiding them academically in International Scenario of Modern India. The first lady from France, to be conferred the prestigious and highest distinction to an NRI, the Pravasi Bharatiya Samman Award by the President of India Ram Nath Kovind in January 2019 in Varanasi, for her outstanding contribution in dual domains, academics and arts and invited as a state guest by PM Narendra Modi.

On the French side, she was honoured by the Mayor of Nantes with the Medal of Excellence in May 2019 for her extraordinary cultural service for the promotion of India in France for 38 years and the Certificate of Recognition by CID-UNESCO, Paris and Miami. In 2020, she received the Global Achievers Award in recognition of outstanding achievement and contribution in nation building, Delhi, and the South Indian Women Achievers Award in Chennai. In 2021, she won the Global Changemakers Award, the Highflyer 50 NRI Award, Mumbai, the Atmanirbhar Bharat Award, Face of Year-International Women's Parliament, Delhi and the Woman of the Year by the French state government.

Artistically speaking, she is an internationally known and qualified



Kathak dance exponent, artistic director of a non-profit NGO Bindi and officially recognised by the Indian and French ministries. On the academic side, she has a doctorate in Didactics of Educational Sciences, in French language from the European University, qualifying as a researcher-professor in humanities.

Dr Malini's approach to the Atmanirbharta concept was to respect the Indian tradition of sadana, perfecting through uninterrupted practice in student's learning, which was really appreciated as representing the rigour of our ancestral art and helped elevating their spirits during Covid pandemic. Dr. Malini has also been the recipient of Global Achievers' Award in the year 2020.



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