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**LEADERSHIP
CONCLAVE 2023**

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HR
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THE HR LEADERSHIP IMPERATIVE

The inaugural edition of **Team Marksmen's HR Leadership Conclave** aims to empower leaders with the insights needed to craft tomorrow's performance champions

A slew of changes are inundating the Human Resources (HR) landscape as we know it. Be it the emergence of the gig economy, technological advancements, and rising employee expectations or more, these factors when viewed in totality promise to upend the traditional work model as we know it.

These changes have manifested in many guises and names, such as The Great Resignation, Quiet Quitting, and they have sent many an organisation across industries scrambling to reorder their best-laid plans. As a consequence of these trends, most industries have found it challenging to retain the best talent. This, when seen in combination with the rapid evolution of technology and the subsequent need to focus on training and development to close skill and capability gaps, have created quite a conundrum.

CHANGE, THE ONLY CONSTANT

In this changing milieu, HR strategies have to take on a different nature. This can be attributed to the evolving nature of business demands, and the new-age mindset of employees that is unlike that of any generation that preceded them. This somewhat seismic shift in the landscape will see the HR function play a more strategic, driving role with increasing focus on broader human capital issues.

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The pace of change is dizzying, with HR leaders at its epicenter, and they are exploring ways to use technology, automation, analytics, and data driven insights to improve the employee experience, identifying trends in attrition and gaining valuable insights into optimising employee performance.

Arriving at the apt response at an individual or organisational level is no mean task. There are questions to be asked at the commencement of such a journey; how exactly are leaders or organisations expected to reshuffle the pack? Where do they begin, and will the philosophies and approaches of years gone by suffice for today's industrial era, with boundaries blurred and workplaces operating in a fluid manner?

The inaugural edition of Team Marksmen's HR Leadership Conclave seeks to resolve these quandaries by bringing together senior industry leaders to explore some of the key HR trends in India that are shaping the future of work. Taking place on June 21, 2023 in Mumbai, this conclave will offer attendees insights into the best practices, key business use cases, and a comprehensive overview of the most effective HR strategies in the Indian context. In doing so, it aims to pinpoint the most critical procedural and structural shifts facing modern-day organisations and offers ideas and suggestions on how to grapple with them.

Offering his thoughts ahead of the event, Sharad Gupta, Co-Founder, Team Marksmen Network, said, "One cannot underestimate the importance of organisations in contributing to global wellbeing. Of the approximately 8 billion people on our planet, about 3.3 billion of them worked in organisations in 2022. Now, with the nature of organisations and work itself in a state of flux, we need to understand these shifts to paint a picture of where we're collectively headed. The disruptions defining today's organisational landscape are deep, but leaders must view them as harbingers of opportunity, to shape a more successful tomorrow. The **HR Leadership Conclave** aims to do so, by helping leaders unlock the most value today, in order to create the performance champions of tomorrow."

With a wide array of topics being covered, such as exploring next-gen HR technologies, approaches to managing demands of the changing workforce, identifying and developing high-potential talent, strategies to ensure employee-wellbeing, creating an employee – centric culture with focus on DEI initiatives, and much more, attendees can look forward to gaining a fuller understanding of what today's workers want and what companies need.

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SPEAKER PROFILE

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AYASKANT SARANGI

Chief Human Resources Officer

Wipro Enterprises

Ayaskant currently heads the human resources function for Wipro Enterprises including Wipro Infrastructure Engineering and Wipro Consumer Care & Lighting.

Ayaskant brings with him more than two and half decades of human resources experience spanning multiple industries in areas like work force planning, talent acquisition, talent management, C&B, M&A, L&D and analytics.

Ayaskant joined Wipro in 2012 and has played multiple roles in Wipro Technologies including leading the human resources function for service lines as well as providing leadership to many COEs globally such as leadership hiring, talent management and learning & development. Prior to Wipro, Ayaskant has worked with organizations like General Electric, Infosys Technologies and Larsen & Toubro. In General Electric, Ayaskant had more than a decade long stint with more than 8 years with GE Healthcare and 3 years with GE Corporate.

Ayaskant is a regular speaker in many other Industry forums and also mentors a couple of start-ups in Human Resources.

Ayaskant has done his engineering from NIT Surat and his master's in human resources from Xavier Institute of Management, Bhubaneswar.

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BISWAROOP MUKHERJEE

Head - Human Resources

**Tata Motors - Commercial Vehicles
Business Unit**

Biswaroop Mukherjee is an internationally experienced HR Leader, with demonstrated ability to deliver results and lead multicultural teams, across emerging markets in Asia, Middle East, Asean, Russia, Europe and Africa in both Commercial and Manufacturing set ups. Distinctive competency and experience in managing high impact roles in HR that includes Business partnership, Organization design, Talent strategy, Rewards Management, Executive coaching, and Building High Performing teams. Have set up operations and entities in various geographies globally.

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CHANDRA BHATTACHARJEE

*CHRO - Chemical, Fashion Yarn and
Insulator Business*
Grasim Industries

Mrs. Chandra Bhattacharjee is the CHRO of Chemical, Fashion Yarn & Insulators businesses of Aditya Birla Group since November 2016, and has over 19 years' experience with the Group.

She is a graduate in Science from Delhi University and Postgraduate in Personnel

Management and Industrial Relations from XLRI- Jamshedpur. Prior to joining ABG. Chandra has around 14 years of work experience and started her career with L&T and worked as a HR Head in various organisations such as the National Stock Exchange and other start-up IT organisations.

In her current profile, she is instrumental in streamlining new policies & processes across various sector like Organisation Design & Restructuring, Talent Movement, Focus on building Talent pipeline with focus on Young Talent.

She was a part of the team that implemented the JAE processes in the Group. Chandra Bhattacharjee has also worked as Programme Director in Gyanodaya, Group Leadership development institute.

She is also a recipient of prestigious Chairman's Award as Exceptional Contributor for outstanding achievement in 2007.

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DINAZ IRANI HARDA

Vice President Talent Excellence
Teleperformance

A committed Human Resources (HR) professional with over 22 years of progressive experience. As a senior member of the HR leadership team has been instrumental in contributing strategic ideas, partnering with all levels of management, and working with all functions to integrate HR with overall business objectives to achieve company goals. Key delivery in the strategic HR Business Partner role for large MNCs.

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GAUTAM KUMAR

*Chief Human Resources Officer
& Director - People Experience,
Industrial Region, ISEA, SKF India*

Gautam Kumar is a highly accomplished and strategic human resource leader with extensive international experience spanning over two decades across India, China, Hong-Kong, Australia, and South East Asia. Gautam has consistently demonstrated his ability to deliver exceptional results in complex, global environments.

As CHRO & Director – People Experience, Industrial Region, ISEA, Gautam is responsible for managing industrial and employee relations, which involves dealing with complex union negotiations and maintaining positive relationships with employees. He also successfully managed the shut down of a manufacturing unit and facilitated the transition of two plant sell-offs while managing multiple global manufacturing footprints across Asia. Gautam has led significant cultural transformations, driving improvements in market share, productivity, and workforce engagement. Under his leadership, the organization became the best place to work in the industry.

Gautam’s expertise in driving cultural transformations, improving workforce engagement, and increasing productivity made him an obvious choice for the role of Regional Business Head for Malaysia, Singapore, and the Philippines. In his new role, Gautam will lead the business operations in these countries and will be responsible for driving growth and achieving the organization’s strategic goals.

Gautam is known for his exceptional leadership skills, his ability to build high-performing teams, and his strong focus on achieving results. His strategic vision and business acumen have been instrumental in driving growth and profitability for the organizations he has worked with. He is a highly respected leader in the industry and is known for his ability to build strong relationships with key stakeholders, both internally and externally.

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GEETIKA MISHRA

Head – People & Culture
Beumer India

Geetika Mishra is a Head- People and Culture, Beumer India. with over 18 years of experience across various industries, she has spearheaded numerous change management initiatives that streamlined operations, revamped employee experience, and developed committed and diverse teams.

Geetika has spearheaded numerous change management initiatives that have been implemented for streamlining operations, revamping employee experience initiatives, and developing committed teams. Harnessing the capabilities of evolving technologies (AR/VR, blended learning, the like) to improvise talent engagement has been her forte. She is among the few prominent ladies to have headed industrial relations and end to end plant HR responsibilities in the manufacturing segment. She an avid speaker and a known panelist in management forums (IIMs, HR 40 under 40).

Geetika has a strong flair for creative problem solving, innovative thinking techniques and has been effective in driving workforce engagement both inside and outside the working confines. She values and encourages progresses in co-curricular achievements as a very essential aspect of employee growth. In her individual efforts, she has previous bagged international certificates for employer branding and various awards by the company.

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HIMANSHU PRIYADARSHI

Associate Director – People Strategy
BCG

Geetika Mishra is a Head- People and Culture, Beumer India. with over 18 years of experience across various industries, she has spearheaded numerous change management initiatives that streamlined operations, revamped employee experience, and developed committed and diverse teams.

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MANDAR DANI

Director - People & Change
KPMG India

Mandar Dani a creative individual with a knack for technology and people development.

His focus is primarily around continuous improvement of processes and delivering results. Mandar have a diverse experience in the domains of HR business partnering, industrial relations, performance management and rewards.

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MANISHA KELKAR

Chief Human Resources Officer
Nuvoco Vistas Corp

Manisha Kelkar heads Human Resources and Industrial Relations for Nuvoco Vistas Corporation Limited. She joined Nuvoco as Chief - Management Development for its cement business and later took over responsibilities for heading Organization Development, Diversity and Inclusion, Organization Effectiveness and Talent Management for all its business verticals.

She played a crucial role in steering the organization through the process of divestment and brand transition, articulating Employee Value Proposition for Nuvoco. In 2017, she took the responsibilities of Head Corporate HR reinforcing people processes and outlining HR agenda for creating future ready organization.

Manisha has over two decades of experience in Human Resources across the Manufacturing and Service Industry where she cultivated performance driven culture through innovative HR and employee engagement process using robust Talent Management & leadership development interventions for creating sustainable organizations.

Manisha has also worked with Crompton Greaves, RPG Enterprises, E-Funds International, Morgan Stanley and WNS Global Services.

She is a strong believer in principle of unlimited potential & continuous learning. She is herself ICF Certified Coach, trained in NLP, Process Oriented Psychology and completed certified Organization Development Practitioner from ISABS India. She has been associated with various fora for Training & Education.

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MANOJ CHAUDHARY

Head - Human Resources

Edelweiss MF

Manoj Chaudhary has 8 years of experience and he is masters in HRM & Labor Relations from Tata Institute of Social Sciences (TISS) Mumbai.

Manoj joined Edelweiss Asset Management in the year 2013 and is responsible for driving the people's agenda and shaping culture to achieve organizational objectives. He excels in talent management, organizational development and building diverse & inclusive culture.

He's also a recipient of T.A. Pai Young HR Leader Award by Economic Times in 2019 & Top HR Minds Award by World HRD Congress in 2020. He has also co-authored research papers on Employer Branding: 'What Do Best Employer Surveys reveal about Employer Branding & Intention to apply' which has been published in the Journal of Brand Management by Palgrave Macmillan.

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MANOJ SHIKARKHANE

Chief Human Resources Officer
LTI Mindtree

Manoj Shikarkhane heads the global HR organization for LTIMindtree, a \$3.5B ITeS company with 90,000+ associates with more than 34 years of industrial experience.

An old-timer with the organization, Manoj has worn many hats in various roles such as Chief Delivery Officer, Head of the Software Engineering Group, Transformation Office to name a few. Prior to LTIMindtree, he has also worked with organizations such as Capgemini, Blue Star Infotech, and Godrej & Boyce Mfg. Co. Ltd.

Manoj's forte lies in his approachable demeanor, strong governance capability, Talent Management, and ability to drive large, complex transformation programs for the clients.

Manoj has done his Bachelor of Mechanical Engineering from VJTI, Mumbai, Post-graduation in Software Technology from NCST and Diploma in Financial Management from NMIMS.

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MONA PURI

*Executive Director Human Resources,
India & APAC*

Parexel

Mona Puri is an Executive Director Human Resources, India & APAC at Parexel with over 2 decades of progressive experience in the Health Care & Life Sciences industry across India, Japan, Asia Pacific & Oceania managing regional teams in highly matrixed global organizations across operations & human resources,

Mona has established a reputation for driving impact on people, culture, and business outcomes. In her previous assignments, she was associated with United Health Group, a Fortune 6 company as a Business HR Lead for India/APAC and Eli Lilly, a leading global Pharma company, in various progressive roles spanning Operations, Learning & Development and Human Resource, for over a decade.

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NILESH KULKARNI

Chief Human Resources Officer
Bharat Serums and Vaccines limited

Nilesh is an experienced HR professional with over 20 years of successful track record in the industry across the Indian subcontinent and Europe. In the past, he has supported business outcomes by designing and implementing best in class people practices for leading pharmaceutical companies such as Novo Nordisk, Roche, Sanofi, and Novartis.

Over the years, Nilesh has led several mergers and integration of organisations, managed change & transformation, driven succession & talent management and supported organisation designing all of this with a clear vision of driving positive people and business outcomes.

In past Nilesh led the Human Resources function at Roche Pharma India being part of India Leadership Team and APAC HR Leadership Team. Previously led HR at Sanofi Pasteur and Novartis Consumer Health for India.

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PRABIR JHA

Founder & CEO

Prabir Jha People Advisory

Prabir Jha is the Founder & CEO of Prabir Jha People Advisory, a boutique platform for retained strategic advisory, talent search and executive coaching.

in his stint as a civil servant, he handled the entire gamut of HR & IR issues of the Indian Ordnance Factories. On his switch to the corporate world after almost 10 years in the government, his initial HR years were with Thermax & Tech Mahindra.

Prabir served on the executive team as the Global CHRO at two NYSE-listed Indian majors, Dr. Reddy's and Tata Motors before moving to lead HR at another Fortune 500 giant as the Group CHRO of Reliance Industries Ltd., making him the only Indian to have headed the HR function of two Fortune 500 companies. Prior to starting his own an advisory firm, he was the President & Global Chief People Officer at the pharma major, Cipla.

Prabir is the recipient of the National Institute of Personnel Management (NIPM) Medal, the Reckitt & Colman Award, and the Citibank Leaders Award at XLRI, for the "highest level of academic performance, competence, originality, creativity, communication skills and leadership" as also the Director's Medal in the Civil Services Foundation Course. He was conferred the Asia HRD Award - 2012 for "outstanding contribution to the field of Human Resource Development" and 'The Distinguished Alumni' Award at XLRI in 2016. He was named the 'Digitalist of the Year' by SAP-Mint in 2018.

He is a sought-after speaker, executive coach, and a visiting faculty at various business schools and top management training institutes. He advises firms including start-ups in India and abroad.

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PRATEEK SINHA

*Partner & Leader - Design and
Experience Consulting*

PwC

Prateek heads the design thinking and experience practice at PwC India. He focuses on finding and solving complex problems. His passion and ambition to be the world's most "wicked" problem-solver is truly infectious! Prateek's experience across the US, Europe and Asia-Pacific coupled with his expertise in design thinking and strategy makes him an 'innovation-cyclotron' for clients across industries. He has an inherent ability to empathize, ask the right questions, connect the dots, challenge the status quo and embrace change to deliver game-changing outcomes.

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PUNEET RAJPUT

Senior Director – HR, APJ Regional HRBP Leader & India Country HR leader, Thermo Fisher Scientific

Puneet Rajput is the Regional HRBP leader for Asia Pacific & Japan and Country HR leader for India and South Asia. As the country HR leader, she has driven the change agenda with enabling HR professionals and team to work with a business and customer-oriented mindset – Enable business growth and be the partners to the business leaders with HR at the core of any business strategy/decision. At the same time, be humble and keep your ears to the ground – your employees are your true brand ambassadors. When you build an organization culture that is based on mission/purpose and strong values, employees truly feel inspired to walk the extra mile for the organization. Attracting right leaders, developing talent within the company, building a culture of diversity and inclusion and sustainability and giving back to society are core skill sets that Puneet has leveraged to build a robust leadership team and talent in the organization which enables business growth each year.

Under her leadership, Thermo Fisher Scientific has received many internal and external accolades for sustainability, D&I and employee engagement. This also includes recognition/certification by Great Place to Work.

Puneet is also an active proponent of women leadership and empowerment and mental wellbeing at workplace. She has been invited to multiple forums to share her views on emerging trends in HR, Women in Leadership Roles, Human Side of Digital HR and Mental Wellbeing – breaking the silence and cultural barriers.

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RITA VERMA

President & Head HR
DDB Mudra Group

Rita Verma is a culture and strategic leader for the most creative workplace with over 20 plus year of experience in Talent Development she worked with the best of strategic and cretive minds in India. Her passion is to travel across places, learn and experience different culture and people's behaviours and to keep finding collaborative stories through people's different experience

Rita Verma is a key member of DDB Worldwide's Talent team that comprises talent heads across the globe who drive DDB's global people mandate. She has been leading the Group's Diversity and Inclusivity agenda and spearheaded the agency's stewardship of Omniwomen (an Omnicom initiative to drive the advancement of women to senior leadership roles) and OPEN Pride (an Omnicom initiative for LGBTQ+ inclusion in the workplace, and in the community at large). Framing of the Gender-Neutral Policies and the first agency to extend medical insurance policies to cover same-sex partners and live-in couples to ensure equal opportunity and no discrimination

Focus is to create a physically and mentally healthy workforce that can drive the organization to even greater heights. Launched Phyllis India program A comprehensive leadership program focused on the personal and professional growth of top women performers at the group.

Rita Verma is a certified Life Coach, which helps bring empathy and humanity (two of the Group's driving forces when it comes to talent management) to our leaders in the organisation.

A part of many HR and leadership forums and contribute successfully to bring in the drive and transformation in the HR community. am a mentor and coach to many successful woman leaders.

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SANJAY KUMAR

Senior VP - Chief Human Resource Officer

APAR Industries

Sanjay Kumar is the Chief Human Resource Officer at APAR Industries Limited (a leading Company in the Powers Sector).

Sanjay is responsible for the organizational strategic plan of the design & execution of the company as well as business unit strategies through the development and implementation of HR strategies and solutions that support short and long-term business objectives. He inspires HR thought leadership as a catalyst for Change Management in the context of Organizational Culture in the backdrop of the dynamic market and ecosystem. He is the craftsman for enhancing the employer brand.

Sanjay is a prolific writer in prominent newspapers, research journals, Forbes & other magazines. Apart from being a speaker at various HR forums and webinars, he has been a panelist on TV shows like Bloomberg & CNBC TV18 along with top industry leaders. Sanjay has been presented with the citations - Most Influential HR Leaders in India in 2017, 100 HR Innovators in 2018, 101 Top HR Minds in 2019, Sustainable HR Leaders in 2020 and Topmost HR Leaders citation in 2022 by the World HRD Congress besides many other accolades earlier.

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SANJAY SRIVASTAVA

HR Director

Boehringer Ingelheim

Sanjay Srivastava has a track record of working in StartUps, Integrations and growth-oriented organizations across diverse industries like software, technology and pharmaceuticals.

Sanjay holds accreditation in Hogan, MBTI & FIRO – B and associated with “Sumedhas Academy of Human Context”. Has completed a Coaching Workshop by ICF. Global Leadership Development Program by Duke University, USA.

He has proven track record in start-ups, integrations, and growth-oriented organizations. Sanjay Srivastava brings invaluable experience across diverse industries such as software, technology, and pharmaceuticals. His strengths lie in people strategy, leadership development, organizational and cultural transformation, capability building, talent management, compensation and benefits, and strategic business partnering. With accreditations in Hogan, MBTI, and FIRO - B, and affiliations with the “Sumedhas Academy of Human Context,” along with completing a Coaching Workshop by ICF and a Global Leadership Development Program by Duke University, USA, they possess a well-rounded skill set to drive success in any organization.

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SHAILESH VILANKAR

Sr. Vice President - Human Resources
Schindler India

Shailesh Vilankar is a renowned name in the Indian Mobility – E&E industry, Shailesh is a veteran currently heading Human Resources for Schindler India with 28 years of experience in exploring every nook and corner of the business. He is celebrated for creating & executing strategies that have turned markets around. He is termed as a people person and has groomed some of the finest talents in the E&E industry.

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SHALINI KUMAR

*Vice President - Project and
Application Services*

NTT DATA Services

Shalini Kumar serves as the Vice President of Project and Application Services in the India delivery team at NTT DATA Services. In her current role, she manages Global Application Delivery for the US Healthcare Provider business. With over two decades of industry experience, she leads and mentors a team of highly skilled technology enthusiasts and domain specialists, providing cutting-edge solutions to clients worldwide.

Shalini has played an instrumental role in contributing towards the Diversity and Inclusion portfolio and is also the Diversity Champion in India. She has been responsible for fostering the growth of diverse talent within the organization supporting equitable opportunities and promoting inclusive culture.

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SHVETA VERMA

*Inclusion & Diversity leader -
India, Asia Pac*

PwC

Shveta has 23 years of work experience within Human Capital and across diversified industries. Shveta started as a business HC partner for tax line of service, moved on to be the Human Capital Transformation leader for India, and now leads the Inclusion & Diversity function. In the last 8 years, her focus has been on the development and implementation of the Diversity Office & strategy, expanding the scope of Inclusion, People transformation strategy, work-life integration policies, enhancing the Employee experience and people value proposition, digitization & gamification of HC processes and leading Global teams & projects.

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SMITA MUKHERJEE

Director - Human Resource

Westin Mumbai Garden City

Smita Mukherjee – A seasoned professional with a robust HR profile covering a broad canvas of L & D and HR domain. A Bachelor's Degree in Hospitality and a post graduate diploma in learning and development Smita has over 14 years of experience in India and internationally, having worked with one of the best employers in the world (Marriott/ Hilton) and managing teams of diverse culture. She's also completed the Women at Accor Generation, a leadership program for cut above the rest, women workforce. She continues her passion for training by being a part of the International Marriott Trainer's Network.

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SUMANTRA MITRA

Senior Vice President -

Human Resources

Glenmark Life Sciences

Sumantra Mitra is the Executive Director and Vice President – Human Resources of our Company and has been associated with our Company since October 11, 2018. He is responsible for talent acquisition, talent management, capability development, organizational development and industrial relations, besides other aspects of the human resources agendas for our Company. He holds a bachelor's degree in social work from Visva Bharati University and a master's degree in social work from University of Pune. He holds a diploma in labour law and labour welfare from Symbiosis Society's Law College, Pune. He worked as the Vice President – Human Resources at Nilkamal Limited. He has also worked with Mahindra & Mahindra in the automotive sector and with Glenmark Pharmaceuticals Limited.

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UMESH GUPTA

*Senior Director - HR &
Chief People Officer*
Max Healthcare

Umesh Gupta seasoned human resource professional with more than two decades of experience in people strategy and implementation, Umesh Gupta leads the people function at Max Healthcare. Throughout his career he has led HR function for healthcare organizations with varied business context including significant expansion, growth, restructuring and transformation.

He has extensive experience in building and delivering people strategies and practices that have had a tangible impact be it driving and facilitating change in organization design and building customer focused high performance HR teams. His previous stints include being the CPO at Radiant Life Care Pvt. Ltd and AVP – HR at Fortis Healthcare

Umesh is passionate about helping organizations develop practical strategies and approaches on leveraging talent, organizational culture, leadership and technology to drive business performance and competitive edge.

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DR. VARADHARAJU JANARDHANAN

Vice President Human Resources
Flipkart

Dr. Varadharaju is a seasoned global HR Leader with over 28 years of industry experience. His work in human capital development spans large structured, mature multinational corporations and global start-ups that are solving for scale. Currently, he is associated with Flipkart as Vice President HR.

He has recently been received “Global TOP 25 HR Influencers Awards” by RefineEX. In addition, he has been awarded as TOP 50 HR Tech Leaders in India by Asia Pacific HRM Congress for his exemplary work in the field of Human Capital Management, Fabulous 101 HR Leader and few more.

His contributions are not just restricted to building organizations for scale, but also contributing back to the larger HCM and student community. Dr. Varadharaju is a certified executive coach and coach early-stage tech start-up founders for scale.

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VINOD PARUR

Chief Human Resources Officer
RR KABEL

Vinod Parur is a Human Resource professional with a Post-Graduation Management Degree from the Mumbai University. He has completed his bachelor's degree in commerce and economics from Narsee Monjee. He also has completed certification and management development programs from institutes like XLRI & ISB. He is credited with building award-winning, best-in-class manufacturing campus (green field) and training centers across the country. He has also led global HR initiatives on talent development and HR management system across many countries.

Vinod has more than 22 years of work experience and has worked with multifaceted industries like infrastructure, pharma, engineering and manufacturing companies. His functional core competencies are in the areas of strategic human resources planning, talent management and development, performance management, leadership development, training & development, assessment & certification, employee relations and EH&S Management.

He is a visiting guest speaker, mentor and in advisor board of reputed management institutes. In his experience, he has worked in Hindustan Construction Company, Unichem, Schindler, A.T.E. Group and Nilkamal. Currently he is the Chief Human Resources Officer (CHRO) at RR KABEL

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ZAINAB PATEL

Chief - Diversity & Inclusion
Pernod Ricard India

Zainab is a transgender person and is one of the petitioners in the National Legal Services Authority v. Union of India case on transgender rights and in the marriage equality case.

She currently works with Pernod Ricard India as the Chief - Inclusion and Diversity; prior to this she worked with KPMG as the Director - Diversity and Inclusion,

Zainab holds an MBA in HR and was the National Manager - Health and Human Rights at the UNDP country office in India and was the regional policy analyst on human rights in Asia.

Her areas of interest are health and social development issues and has over 20 years of national and international work experience.

Zainab currently serves as the Western India representative in the National Council for Transgender Persons. She is a Kamalnayan Bajaj Fellow, a part of the Aspen Global Leadership Network.

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