



BUSINESS ICONS

OF THE YEAR 2024™
3RD EDITION

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INDIA A PROVING GROUND FOR WORLD-CLASS LEADERSHIP

Cast your gaze across the globe, and you will find that **Indian CEOs** are leading the charge at some of the world's most renowned organisations. Be it Satya Nadella at Microsoft, Sundar Pichai at Google, Shantanu Narayen at Adobe, Leena Nair at Chanel, Arvind Krishna at IBM, or even Indra Nooyi blazing a trail all those years ago; examples abound of transformative Indian leaders carving growth pathways.

India has a proven track record of producing exceptional leaders. According to a study by PricewaterhouseCoopers (PwC), Indian-origin CEOs are making a mark on the global stage, with **10% of the CEOs** in the Fortune Global 500 companies being of Indian descent. This data highlights the significant influence these leaders have on shaping the global business landscape.

Amongst the renowned educational institutions and bustling streets of India, these future leaders have paved their own paths. Fuelled by a thirst for knowledge, they strived for academic excellence with unwavering determination. India's educational system has played a crucial role in nurturing their intellectual growth, with prestigious institutions like IITs and IIMs producing top-notch talent.

However, their journey did not end with academic achievements. These CEOs possessed a strong work ethic, driven by the cultural values of perseverance and resilience, making hard work an integral part of their identity. The dynamic business environment and intense competition in India have instilled in them an unrelenting drive to succeed.

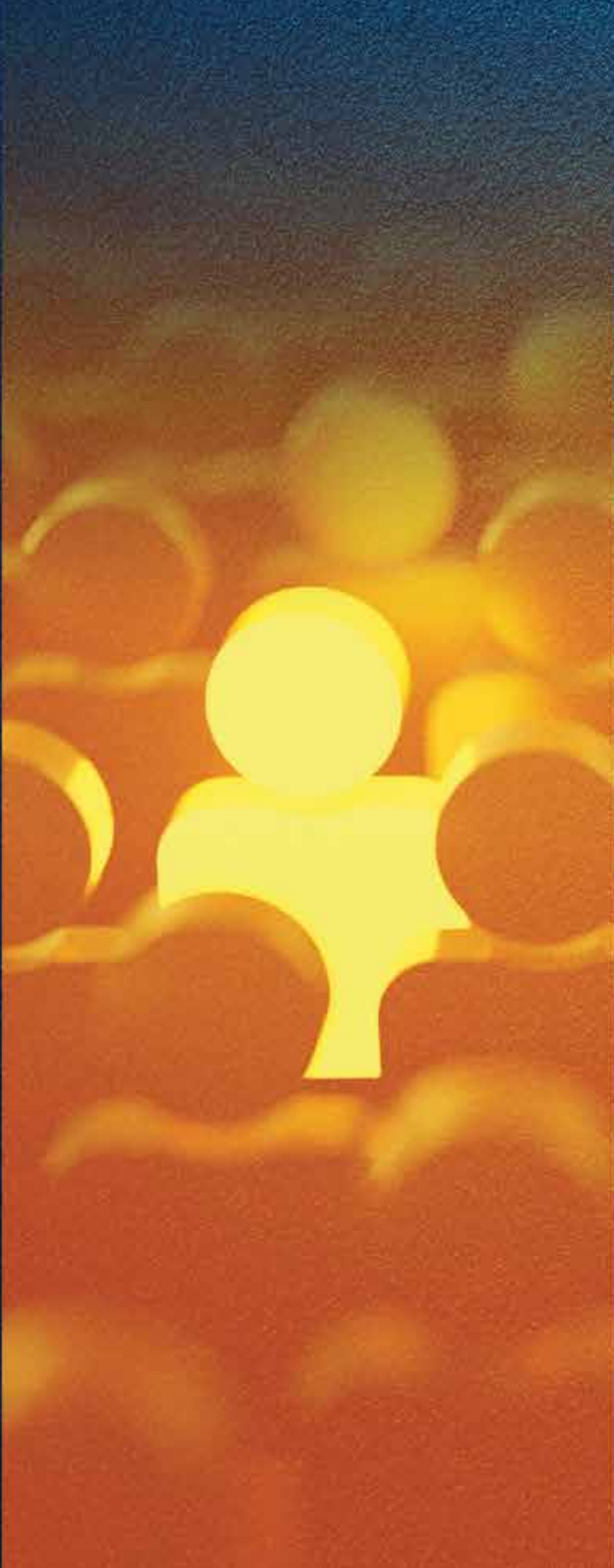


WHAT SETS INDIAN LEADERS APART?

The distinguishing factor for Indian-origin CEOs is their global mindset, which is finely honed over a lifetime of exposure to diverse cultures and environments. This ability to bridge the gap between East and West enables them to navigate the complexities of the global business landscape, comprehend the intricacies of different markets, and form influential networks across continents.

This, coupled with their innate resilience, sees them weather storms and overcome setbacks, emerging even stronger. They embody adaptability and agility, essential qualities in the ever-evolving business world. The challenges they have encountered have only fuelled their determination, propelling them towards their ultimate goal.

However, what truly sets them apart is their entrepreneurial spirit, which runs through their veins. India is known for its entrepreneurial DNA, and these leaders have harnessed that energy to drive innovation and transformation. They have successfully launched startups, pioneered groundbreaking initiatives, and taken calculated risks fearlessly to achieve their vision.



CELEBRATING THE BUSINESS ICONS OF THE YEAR



Among the dynamic Indian business landscape, certain individuals shine as exemplars of leadership excellence. These are the **Business Icons of the Year**, a select cohort of leaders inspiring future generations who have demonstrated how mixing passion, perseverance, and a global mindset can help one conquer even the loftiest peaks of corporate leadership.

Building upon the success of past editions, the **3rd edition of** Business Icons of the Year aims to amplify these leaders' voices. Against a backdrop of unprecedented change, this edition delves into leadership intricacies in times of transformation. Through engaging discussions, insightful keynotes, and interactive sessions, the event fosters idea exchange, partnership formation, and the charting of paths toward a brighter future.

In a world where leadership matters more than ever, these leaders are inspirational, sparking fires in us all, and driving us to redefine limits and make our mark on the world stage.



- Prestigious recognition for **EXCEPTIONAL LEADERSHIP**
- Insights into **EFFECTIVE LEADERSHIP STRATEGIES** and best practices
- Exposure to **NEW IDEAS AND INNOVATIVE** approaches
- **ENHANCED REPUTATION** and credibility within the industry
- Celebration of **LEADERSHIP EXCELLENCE**
- Validation of **ACHIEVEMENTS** and contributions to the business community
- Opportunity to **NETWORK WITH INDUSTRY PEERS** and experts

REASONS TO ATTEND

- Engage in networking sessions with a diverse array of C-suite professionals.
- Participate in insightful discussions addressing critical challenges encountered by business leaders across various sectors.
- Discover innovative strategies for decision-making, change management, and fostering organizational growth.
- Gain inspiration from thought leaders and forward-thinking visionaries.
- Collaborate with fellow leaders, exchanging best practices to facilitate business transformation.

SHAPED BY RIGOROUS RESEARCH

This unique initiative has been shaped by insights gleaned from an industry-wide study conducted by **LeadCap Ventures**, with leaders appraised on the following parameters:



STRATEGIC EXECUTION

(Focusing on beating the odds by defining what it takes to win)



GROWTH MINDSET

(How they've looked at the big picture, with growth metrics for established and up and coming players)



ORGANISATIONAL AND SOCIAL PURPOSE

(Purpose matters, for organisations and society)



STAKEHOLDER CAPITALISM

(How they manage boards and external and internal stakeholders by valuing everyone's needs and objectives)



ORGANISATIONAL RESILIENCE

(To see if they've created something that can outlast the storm)



AGILITY AND INNOVATION

(To see whether they've embedded an agile mindset, regardless of organisational size)



TRANSPARENCY & ACCOUNTABILITY

(Being honest and transparent in all dealings)



ESG COMMITMENT

(Measuring whether they've committed to sustainability)

This initiative has been brought to you by **Team Marksmen**. We help organisations and leaders from across sectors create impactful change through bespoke knowledge platforms that resonate with and inform industry decision-makers.

MEDIA COVERAGE

Televised on **INDIA TODAY** (2ND EDITION 2023)



Televised on **ZEE BUSINESS** (1ST EDITION 2022)



Press Releases (2ND EDITION 2023)



Press Releases (1ST EDITION 2022)





**BUSINESS
ICONS
OF INDIA 2023**
2ND EDITION

**STEERING
A NEW ERA OF**

LEADERSHIP

Hindustan Times Media Marketing Initiative
Friday, 28 April 2023

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LOCUS OF LEADERSHIP

> The Business Icons of India 2023 represents a clutch of extraordinary individuals at the vanguard of new-age leadership



India Inc. stands at a critical inflection point, with a perfect storm in the offing that will test even the most skilled of industry leaders helming the organisational ship. Fast-changing macroeconomic environments, unprecedented supply chain pressures, geopolitical pressures, and the changing nature of the workplace as well as our relationship with it are just some of the distinct forces reshaping our understanding of industry and society.

For leaders to be effective in the near, medium, or long-term, we need a new cadre of leaders who can take on the unprecedented challenge of building resilient, future-ready organisations across India.

The Business Icons of India 2023 is a shortlist of this exclusive ilk of change-makers. Those setting new benchmarks of excellence include:

- Alok Tandon, Co-CEO, PVR Ltd.
- Amit Chopra, MD India and South Asia, Thermo Fisher Scientific
- Amit Gossain, MD, KONE Elevators India
- Ashok Ramachandran, President & CEO – India & South Asia, Schindler
- Bhargav Dasgupta, MD & CEO, ICICI Lombard
- Colonel Chandhoke, MD, Victorinox India
- Dheeraj Arora, CEO, Hygienic Research Institute Pvt Ltd.
- Dinesh Aggarwal, CEO, RR Kabel
- Dr. Anika Bansal, MD, Eugenix Hair Sciences
- Dr. Pradeep Sethi, Chairman, Eugenix Hair Sciences
- Gautam Boda, Vice Chairman & MD, J.B. Boda Group
- Gautam Khanna, CEO, P.D. Hinduja Hospital
- Girish Kousgi, MD & CEO, PNB Housing Finance Limited
- Jayashree Vaidhyathan, CEO, BCT Digital
- K. Narendar Reddy, CEO, Natural Remedies
- Lingraju Sawkar, President, Dryndyl India
- Manish Jha, MD, Briik Ltd.
- Ramesh Kumar Mutha, MD, Mohan Mutha Exports Pvt. Ltd.
- Priyavrat Mafatlal, Vice Chairman, Arvind Mafatlal Group
- Sahil Jain, CEO – Hirschvogel Components India and Vice President, Hirschvogel Group
- Sanjay Koul, Chairman & MD, Timken India Ltd.
- Sanjeev Juneja, Founder, SBS Group of Companies
- Sanjiv Navangul, MD & CEO, Bharat Serums & Vaccines Ltd.
- Shivam Puri, CEO and Whole Time Director, Cipla Health
- Shri Shyam Sunder Beriwal, Chairman Emeritus, Shyam Steel Industries Limited
- Sridhar Dharmarajan, Executive VP & MD, Hexagon Manufacturing Intelligence India
- Supriya Badve, Executive Director, Belrise Industries Limited
- Vijay Chandok, MD & CEO, ICICI Securities
- Vikram Utamsingh, MD & India Leader, Alvarez & Marsal
- Vipul Mathur, MD & CEO, Welspun Corp Ltd.
- Vivek Kopparthi, Co-founder & CEO, NeoLight

CONNECTING THE LEADERSHIP DOTS

> Gautam Boda, Group Vice Chairman, J. B. Boda Group, identifies some of the key growth enablers leveraged for growth

We believe that innovation and agility are critical enablers for growth in any industry, but particularly in insurance and reinsurance where customer needs and market dynamics can change rapidly. To this end, we have invested heavily in developing cutting-edge technology solutions and in fostering a culture of experimentation and adaptability. This has allowed us to quickly pivot and adjust our strategies in response to changing market conditions and customer demands.

We also recognize that our people are our most valuable asset, and we have worked hard to attract and retain the best talent in the industry. We have a strong focus on employee engagement, training and development, and creating a positive work environment that fosters collaboration and creativity. We believe that investing in our people not only leads to better business outcomes, but also helps us to build a strong and resilient organizational culture that can weather any storm.

Another key enabler for our growth has been our focus on customer-centricity. We understand that insurance and reinsurance can be complex and intimidating for many people, and so we have made it our mission to simplify the customer experience and to build trust and transparency in all our interactions. We have invested in digital channels and tools, like our recently launched web portal 'Walnut-Aap Ka Bima', to make it easy for customers to research, purchase and manage their various insurance policies, and we have implemented rigorous customer feedback mechanisms to ensure that we are continuously improving the end-user experience.

We have been able to drive and sustain growth in uncertain domestic and global scenarios by focusing on innovation and agility, investing in our people, prioritizing customer-centricity, and forming strategic partnerships and collaborations. While we are proud of our achievements to date, we know that the world is constantly changing, and we remain committed to evolving and adapting our strategies to meet the needs of our customers and stakeholders.



THRIVING IN AN AGE OF UNCERTAINTY

> Priyavrat Mafatlal, Vice Chairman, Arvind Mafatlal Group, underlines the criticality of fostering resilience while caring for human capital

The biggest marker of success impacting longevity for an organization is its resilience, especially in the face of unexpected challenges. At the Arvind Mafatlal Group, it has been our constant endeavour to maintain that resilience by driving agility and change, investing in talent, encouraging a culture of innovation and continuous learning, and providing engaged leadership to our employees. While there will always be a push towards diversification in order to remain relevant in changing times and environments, we believe that our employees are our greatest asset and the foundation of our company.

It is our responsibility to ensure we not only have the right human capital but also keep them motivated and highly driven in order to be able to deliver that resilience. The training and development programs that are provided for the employees across all levels, not only gives them the technical skills and knowledge they need to keep growing, but also make them more competent and better-equipped at handling unforeseen challenges. That leads to engaged leadership creating a sense of purpose, empowerment, trust, and well-being among employees.



RESILIENCE, A KEY SUCCESS INGREDIENT

> Jaya Vaidhyathan, CEO, BCT Digital, stresses the importance of resilience in overcoming ceaseless disruptions and crises

The last few years have offered a wake-up call; to thrive in the next decade will call for leaders and organisations to embody a few key traits, perhaps none more important than demonstrating resilience.

Even though it is easy to say and hard to define, resilience will be key to the future, because you see that the micro and macroeconomic environment around the world has been changing quite a bit. Hence, the organisations that will survive this change are the ones that are highly resilient. This essentially means that can you innovate and perform to your optimal level when the world around you is shifting. That is going to be the key to survival.

As an uncertain future looms, with changes that come at you thick and fast, leaders must steel themselves and look beyond short-term performance and basic organisational health. This will be essential to emerging on the other side stronger.

EXPERT SPEAK

We are living in what is called a VUCA world. Leaders in today's world are faced with varying challenges arising out of uncertain and ever-evolving economic & operating environments. In any organization, the first thing a leader must do is to create an environment that fosters teamwork and collaboration. Nothing kills progress like working in silos. Teamwork and collaboration are the easiest, sure-shot way to achieving success. It is important for leaders to create a culture that values experimentation, collaboration, and sharing where all team members, regardless of position or department, are given the opportunity to present ideas and pursue new innovative opportunities.



SANJAY KOUL
President - India and South East Asia and Managing Director - India, Timken

SIGNATURE TRAITS OF MODERN LEADERS

> Dheeraj Arora, CEO, Hygienic Research Institute, identifies the key mantras modern leaders must embrace to thrive

As the business landscape continues to evolve rapidly, executives must stay ahead of the curve and adapt to the latest trends and strategies in leadership. When executives ask for advice on leadership these days, several key areas can help guide their approach.

Firstly, leaders must prioritize communication. Effective communication is key to building a high-performing team that can work together towards common goals. Leaders should focus on developing clear and concise communication skills that allow them to articulate their vision, provide feedback, and offer support to team members.

Secondly, leaders must embrace a growth mindset. Executives must encourage a culture of continuous learning and development within their organization. A growth mindset enables leaders to be agile and adaptable in the face of uncertainty, as they can quickly pivot and innovate to meet changing demands.

Thirdly, leaders must prioritize emotional intelligence. Emotional intelligence involves the ability to understand and manage one's own emotions, as well as those of others.

Fourthly, leaders must embrace diversity, equity, and inclusion (DEI) principles. As the world becomes more diverse, leaders must prioritize DEI efforts to create a more inclusive work environment.

Lastly, leaders must prioritize their own well-being. The demands of leadership can be intense and all-consuming, leading to burnout and other negative consequences. Leaders must prioritize self-care, which can involve setting boundaries, taking breaks, and seeking support from colleagues or mental health professionals.



INSPIRING A WAVE OF CHANGE

> Dr. Pradeep Sethi, Chairman, Eugenix Hair Sciences and Dr. Arika Bansal, MD, Eugenix Hair Sciences, decode the central tenets of leadership

Leadership is not about power or authority. It's about inspiring and empowering others to achieve their full potential. It's about setting a vision and direction, and then working collaboratively to achieve it. It's about creating a culture of trust, respect, and accountability, where everyone feels valued and supported.

Effective leadership requires a deep understanding of yourself, your team, and your environment. You need to be self-aware, empathetic, and adaptable. You need to be able to communicate clearly and listen actively. You need to be able to make tough decisions and take calculated risks. And you need to be able to learn from your mistakes and constantly improve.

Leadership is not easy, but it is rewarding. When you lead with integrity and purpose, you can inspire others to do the same. You can create a ripple effect that spreads beyond your immediate sphere of influence. You can make a difference in the lives of those around you, and ultimately, in the world at large.

So I challenge you today to embrace your leadership potential. Whether you are leading a team at work, volunteering in your community, or simply setting an example for your friends and family, you have the power to make a difference. Take ownership of your leadership journey, and commit to developing the skills and qualities that will make you an effective and inspiring leader.

Remember, leadership is not a destination, but a journey. It's a journey of self-discovery, growth, and impact. It's a journey that requires courage, perseverance, and humility. But it's also a journey that is filled with joy, fulfillment, and purpose.



3 FOCUS AREAS FOR MODERN LEADERS

> Shri Shyam Sunder Beriwal, Chairman Emeritus, Shyam Steel Industries Limited, identifies key areas leaders must focus on for success

Businesses are bullish in causing disruption and taking calculative steps in order to further their agenda. Good leaders understand the importance of every step and strategise on the maximum utilisation. Considering the contemporary business scenario, there are three main areas where a leader should focus. Firstly, this includes the adoption of new age technologies. Businesses are now moving to digital formats and automation and digitalisation will not only make each process easier, but also cost effective and less time consuming. Adoption of technologies like IOT, Quantum Computing, as well as Artificial Intelligence will help in further business expansion.

Human Resource is the backbone of any organisation, and therefore the second major focus should be investing in upskilling and reskilling of the workforce. This will not only help them in adopting to the fast-moving work environment post the Covid-19 era, but also instill confidence amongst them to overcome new challenges and take up new opportunities. Thirdly, leaders should also focus on shaping business strategies by keeping innovation at the core with an intention to meet the evolving and changing demands of the customers and make them feel related to the brand by tapping into consumer trends.



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GALLERY



ABOUT TEAM MARKSMEN

We are a media organisation based out of Mumbai that empowers industry leaders by providing them with insights, ideas, and opportunities that fits their unique industry and context. Through content shared via our flagship website, Marksmen Daily, and our print magazine 'in Focus' focused on business, leadership, and lifestyle, we help advance the practice of management.

Team Marksmen has carved a niche by creating unique knowledge communities and platforms that inform and shape the actions of decision makers, enabling them to create impactful change. We have successfully executed more than 45 events with 1500+ domestic and international B2B and B2C brands, helping businesses across industries create opportunities to engage audiences through on-ground and virtual experiences.



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This initiative has been brought to you by **Team Marksmen**. We help organisations and leaders from across sectors create impactful change that matters through unique brand solutions that resonate with audiences.