

Transformative Titans of Industry

The convictions and vision of a clutch of multi-faceted leaders has separated them from the pack, marking them as Influential Leaders of India 2022

To say that strong leadership often translates into strong organisational performance is akin to saying that oxygen is necessary to survival. But another simple, inalienable truth of our times is that the world as we know it has changed, and so too must the very nature of leadership.

Long-standing challenges are taking on a new avatar for the C-suite, rewriting the priority list on leaders' agendas. The Influential Leaders of India are at the vanguard of this wave of change, effectively selecting new essentials that mirror the needs of a dynamic reality, and deftly shaping them to match an all-new strategic vision.

their demonstrated excellence in a glittering ceremony, which included eminent leaders such as

- Amisha Vora, Co-owner and Joint MD, Prabhudas Lilladher
- Amit Gaiinda, MD & CEO, Avanse Financial Services
- Ankit Goel, Founder and MD, Space World
- Anu Aggarwal, Anu Aggarwal Foundation
- Anubhav Sharma, Founder & CEO, SyncMedia and Adtech
- Arun Batra, Client Service Leader, EY Global Delivery Services
- Arvind Goel, MD & CEO, Tata AutoComp Systems
- Ashok Todi, Chairman, Lux Industries
- Atin Brijendra Agarwal, MD, Auto Mech (India)
- Atul Boda, Chairman, J. B. Boda Group
- Balfour Manuel, Managing Director, Blue Dart Express
- Biraj Sinha, MD & CEO, UNISON Insurance Brokers
- Gaurav Gupta, MD, DSV Solutions
- Geetika Mehta, MD, Hershey India
- Hardayal Prasad, MD & CEO, PNB Housing Finance
- Harsheena Zaveri, Vice Chairman & Managing Director, NRB Bearings Ltd.

in Focus

- Hasu Dholakiya, Founder & Director, H.K. Designs (India)
- Lav Chaturvedi, Executive Director & CEO, Reliance Securities
- Nikhilesh Tiwari, CEO, Spay India
- Puneet Gupta MD & VP, Netapp
- Radhey R Raman, Co-Founder and Director, Space World
- Ramkumar Govindarajan, Co-founder & CEO, WIZ Freight
- Ronak Chiripal, CEO, Nandan Terry
- Rupesh Papparu, MD, Bettinelli Automation Components
- Sandeep Bagla, CEO, Trust Mutual Fund
- Sandeep Bhardwaj, CEO - Retail Broking, IIFL Securities
- Sanjeev Vashista, MD & CEO, Pathkind Labs
- Saurabh Chandra, MD, BCG
- Shankar Jadhav, MD, BSE Investments & Head Strategy, BSE
- T.A. Krishnan, CEO & Co-founder, Ecom Express
- Umar Ali Shaikh, CEO, Atos India
- Vivek Bhatia, MD & CEO, thyssenkrupp Industries India
- Vivek Khanna, MD, INDIC EMS Electronics



Yesterday's business doctrines are insufficient for today's needs, and diverse leaders were recognised for



Creating a culture of care

Balfour Manuel, Managing Director, Blue Dart, shares some sage advice for up-and-coming leaders

I am an avid reader and I draw my inspiration from books. I remember reading a quote from Charles Darwin: "It is the long history of humankind that those who learned to collaborate and improvise most effectively have prevailed."

I truly inferred this in my management values, and it worked for me. I believe, People-first cultures are rooted in a philosophy that values people over profits. The sardonic twist is that when employees are valued for their holistic personalities and are provided the right opportunities for well-being, connection, and accomplishment, companies are generally more innovative, resilient, and even profitable.

The 'People First Philosophy' has made Blue Dart a great place to work even dur-

ing the pandemic, and the passion, zeal, and commitment demonstrated by our people at large was visible across India. While businesses still face a raft of challenges since COVID-19 struck, many of them are still trying to understand the ways to collaborate and communicate with stakeholders. Also, the "Great Resignation" trend that followed post pandemic highlighted the focal discussion around difficulties in retaining talent, reviving employee-centric corporate ethos for successful businesses. It can also be considered an opportunity, as it was a lesson for future leaders that global disruptions can impact our businesses and stakeholder mindsets. Real organisational and personal resilience will only help to weather such future business uncertainties.



At Blue Dart, we have a saying—"A Happy Blue Dartier equates to a Happy Customer." This is solely because an organisation that prioritises a healthy work environment for its employees fosters content employees who are motivated to work better for the organisation. They always keep the organisation's interests at the forefront and drive forward company growth and business with vigour. These values have made Blue Dart an employer of choice, supporting our two other strategic pillars, viz., provider of choice and an investment of choice.



Boundlessly innovative

T. A. Krishnan, CEO & Co-founder, Ecom Express, identifies the need to leverage innovation in order to outperform consumer expectations

Ecom Express has experienced a tremendous success story over the last ten years. Being an e-commerce-focused logistics player with an unparalleled network across 27,000+ PIN codes in the country, growth through quality service, digitization and automation continues to be the engine of our business. Our strong financial position, a regional network of 3000+ company-owned offices, and solid operational infrastructure and automation allow us to provide integrated supply chain solutions to large, medium, and small

e-retail players. We believe that ability to balance expertise, agility, technology, and automation, driving service excellence for our customers is the biggest challenge in today's time. COVID disruptions and rampant scale-up, and even in the post-COVID scenario, a high growth curve is compelling us to constantly push to innovate more and with agility to deliver a superior customer experience as a specialist in the industry.

As we scale up, our balance of significant experience, use cases, technology, and automation goes beyond ordi-



nary practices to include innovative solutions using modern and proven techniques to be the best logistics solutions provider to the e-commerce industry.



A multi-faceted leadership model

Harsheena Zaveri, Vice Chairman & Managing Director, NRB Bearings Ltd. highlights key qualities modern-day leaders must possess to enjoy sustained success in leading their business

I believe that the critical leadership qualities that serves one well in managing a crisis and sustained success is a demonstration of calm temperament with optimism when in crisis, visibly showing that you are energised and not daunted by the situation and empathy.

What is critical is being authentic in all your interactions and communication. This means while you accept upfront that this situation is alarming, distressing, and difficult for people; at the same time your courage and conviction in your ability and the ability of those around you to navigate, emerge stronger, and

shine through. Anticipate the unexpected. Leaders must get out in front of the crisis by practicing what I call, "circular vision:" the ability to see around, beneath, and beyond what they seek.

Leaders must see opportunities everywhere, every day and make the most of them. They must be open-minded enough to search within conversations and adverse circumstances for possibilities that will help better serve those they lead - beyond the obvious.



Leading from the heart

Puneet Gupta MD & VP, Netapp, elaborates the core principles he holds dear as a leader

In today's dynamic and ever-changing world, the role of a leader changes rapidly. To succeed, any leader must follow core principles. In my journey, I have followed a few key principles that have helped me navigate challenging times, such as:

- The vision of the company and what we stand for. The vision is like the soul of the business and will always give direction when in a dilemma or making important decisions.
- The value systems that the team follows revolve around the rules of doing business in the right way that one can be proud of.
- Setting aspirational but real goals both in the long term and the short term. These goals then become an

operational plan and become the lifeline of the company.

- The culture we build in the team - making a difference in what we do, working towards excellence, collaborating as a team and having a positive spirit of never saying die.
- The principle of caring and giving back. This applies to the society we live in, and to the people we work with - customers, partners and employees. This aspect of being there for another is critical for the emotional and physical well-being of the society at large.



Leadership Learnings



Every year, our consumption rate is taking more out of the Earth than we can sustainably expect the planet to generate. We don't have to be scientists to understand that we are on the road to catastrophic disaster. It's like we're headed to the edge of a cliff, and risk going over, but instead of hitting the brake, we are hitting the accelerator. Insane as it is, billions all over the world are doing exactly that. This grave situation needs everyone to take notice of it, and to act urgently."

Vivek Bhatia, MD & CEO, thyssenkrupp Industries India



43% of our leadership team are women, so that's the kind of diversity that we bring to the table. Because we believe the consumers we serve are diverse. So it is essential that we bring diversity to the leadership table, because if we don't do so, how would we be able to be closer to what consumers need?"

Geetika Mehta, MD, Hershey India



Sustainability has been around for a while, even if we may not have been part of that conversation. We have just woken up to it very recently. Over the past 2-3 years, it has acquired a new name; ESG. The topic of sustainability and ESG is a very holistic, interconnected one, and the issues that they deal with are critical to ensure organisational resilience going forward."

Anirban Ghosh, Chief Sustainability Officer, Mahindra Group

Industry Perspectives

Rajesh Khubchandani, Co-Founder and CEO, Team Marksmen Network



In the last few years, leaders have had to rapidly adapt to changes that might have very long-lasting effects. An increased focus on external risks and building resilience, and pursuing corporate purpose are some of the areas the C-suite has had to look at. The Influential Leaders of India 2022 epitomise this, and have taken many steps to align their teams to cohesively work towards achieving their medium-term stance on multiple aspects, such as growth, new-business building, and capital reallocation and investment in talent to deliver holistic impact."

Akash Tiwari, Co-Founder & CMO, Team Marksmen Network



Success is a beautiful, virtuous, sometimes self-sustaining cycle. But at some point, even the best ideas need to be retooled, which is to say you will need new capabilities to explore new concepts. The Influential Leaders of India 2022 have successfully reinvented themselves and their success models, channelling performance into creating a self-sustained, perpetual-motion machine geared to succeed."

Sharad Gupta, Co-Founder & COO, Team Marksmen Network



Growth is a modern business imperative, and really a huge strategic priority for any business leader or owner. And truly, it is a direction that any leader can and must make, regardless of the prevailing industry or economic climate. The Influential Leaders of India 2022 represent a collection of captains of industry at the vanguard of change, steering their ship through choppy waters towards a better future, and we salute their indomitable spirit."

Bringing innovation to the fore

Ankit Goel, Founder and MD, Space World, and Radhey R. Sharma, Co-Founder and Director, Space World, reveal how the brand is building a differentiated offering through innovative measures



Technology evolution can easily be resonated by the digital innovation witnessed in the respective field.

The power of digital innovations

In the quest to make ease of life better, technology evolution has been attempting to touch every sphere of human life. Digital innovations have miniaturised the technology evolution to the nitty gritty. Today, it is difficult to imagine majority of activities touching our lives without a digital connection. From education to health to commerce to governance, digital innovations have made paradigm shifts to each of our lives over the last few years. When it comes to ease of living, be it searching for critical information at the spot of our need or getting instant expert medical help or availability of a product or a service to immediate requirement and even to have a government related service at doorstep of common man, we all have experienced significant progress in our day to day lives. Much of this is to the credit of digital innovations.

digital versions of many of our life activities are bound to experience wider coverage and new versions. Some investigated by the complexities from the existing systems and many from the upcoming needs of new generations of human world. Our quest to experience superior quality of each of our needs is a never-ending phenomenon. Let's take the example of television or office automation. We can experience the newer versions of digital innovations and the grand acceptance of the same into our lives. So, this quest will go on and so would the digital innovations be improving our lives and making ease of living better and better on this planet earth.

Key trends to keep an eye on

We are super excited with trends and innovations that demand high bandwidth and superior Quality of Service (QoS). To start with, At RANext, we are already witnessing benefits of ongoing transformation towards a hybrid office environment that demands equal infrastructure at office as well as residence. Advent of high-end gaming experience at home is another big trend not just amongst the youth mainly but

across wider sections of society. The miraculous rise of OTT platforms in conjunction with newer technologies in Television driving massive viewership is another trend, evolution of Artificial Intelligence and Virtual Reality on several home broadband services, office management systems, building management solutions are many of the trends we are seriously focussed on. And 5G in India is the latest to add to this. 5G would need several small cells for last mile connectivity. The common factor to all of these is the basic need of futuristic fibre infrastructure that is scalable while offering reliable high QoS.

As the need of very high levels of bandwidth arise at the last mile for the delivery of services, at RANext, we see a super opportunity for us to leverage. Our business of building fibre highway in each building be it a high rise residential or a commercial complex or an office complex is a massive enabler for realisation of digital innovations on ground by the common man. By creating a neutral network, we make sure we bring the service of choice to the end user at the right time.

