



Visionaries Shaping India's Tomorrow

BS MARKETING INITIATIVE

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LEADING WITH PASSION AND PURPOSE

> **Team Marksmen's Influential Leaders of India 2024 recognised an elite cadre of leaders redefining what it means to lead in the modern era**

In the glass-walled corridors of today's corporations and the virtual meeting rooms that connect global teams, leadership looks startlingly different from just a decade ago. Gone are the days of top-down directives and rigid hierarchies, replaced by something more fluid, more adaptive – and infinitely more complex.

Modern leaders navigate a landscape where artificial intelligence shares the decision-making table, where four generations of employees bring divergent expectations to work, and where the very notion of workplace continues to shape-shift. They must be both tech-savvy architects of digital transformation and deeply human guides through unprecedented change.

Yet perhaps the most profound shift isn't in the tools or techniques of leadership, but in its fundamental nature: from commanding to connecting, from knowing to learning, from speaking to listening. This evolution isn't just changing how we lead – it's redefining what it means to be a leader.

In a world filled with complexity and uncertainty, the role of strong leaders is crucial. They must possess the ability to turn challenges into opportunities and build long-term competitive advantage in order to survive. Whether called resilience or reinvention, this is the pressing need of the hour. In India, there are a few remarkable leaders who have demonstrated the foresight and bravery to do just that, earning the title of Influential Leaders of India 2024 in doing so.

Driven by research, this unique initiative shortlisted the following influential leaders from across industries:

- Ahana Gautam, Founder & CEO, Open Secret
- Amit Ramani, Chairman and Managing Director, Awfis Space Solutions Ltd.
- Anupam Katheriya, Chief Executive Officer, Cholayil Private Limited



- Arun Raste, Managing Director and Chief Executive Officer, NCDEX
- Arvind Goel, Chairman, TATA AutoComp
- Chandru Kalro, Managing Director, TTK Prestige Limited
- Deepak Acharya, Chief Executive Officer, INOX India Ltd
- Dhiraj Relli, MD & CEO, HDFC Securities
- Kalidas Bhangare, Managing Director, Testo
- KARTIK NAGARAJAN, MANAGING DIRECTOR – BUSINESS CONSULTING & GLOBAL BUSINESS SERVICES (SALES), NEXDIGM
- Krishna Kanhaiya, Chief Executive Officer, Mirae Asset Financial Services (India)
- Madhav Sheth, CEO, HTech
- MANISH KAPOOR, MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER, Pepe Jeans India Ltd
- N. Visweswara Reddy, Chairman and Managing Director, Shirdi Sai Electrical Limited.
- Naiyya Saggi, Group Co-founder & Board Member, Good Glamm Group
- NS Satish, President, Haier Appliances India
- Rajat Raheja, Division President, Amdocs India
- Ravi Raghavan, Managing Director, Bharat Fritz Werner
- Sam Katgara, Partner, Jeena & Co.
- Sanjay Koul, Chairman & Managing Director, Timken India
- Soumitra Saha, VP & MD, Lumen Technologies, India
- Tarun Bhatia, Regional Managing Director and Head of APAC Investigations, Diligence and Compliance, Kroll
- Vikram Bhatt, Founder – Enrich
- Vivek Bhatia, Managing Director & CEO, TKIL Industries Pvt. Ltd.

THE POWER OF CHALLENGING THE STATUS QUO

> **Ravi Raghavan, Managing Director, Bharat Fritz Werner, reflects on why surrounding yourself with excellence and challenging the norm is essential**

To truly grow and challenge yourself, it's essential to surround yourself with individuals who are more successful, more diverse, and more accomplished than you. When you're in the company of people at the same level of knowledge and experience as you, there's a risk of complacency—you may start believing you already know everything.

Imagine being an engineer surrounded by artists. Their unique perspectives and creative thinking could inspire innovative approaches to your engineering work, pushing you to think differently. This constant exposure to varied skills and viewpoints fosters not only personal growth but also a deep respect for others' abilities.

Reward and recognition should not be based merely on years of service, but on the capacity to challenge and elevate those around you. Personally, I've embraced this principle by intentionally stepping out of my comfort zone—every time I switched jobs, I moved into entirely different industries.

The key to progress lies in reflection: continually ask yourself whether what you've done is different or better than what you did before. If it isn't, then you haven't moved forward. By consistently questioning and challenging yourself, you ensure steady growth and meaningful achievement.



VIEWS FROM THE TOP

NS SATISH, President, Haier Appliances India
I strongly believe that true leadership is about fostering a collaborative work culture where everyone feels a sense of ownership and responsibility. Continuous learning, experimentation, and personal growth are essential, and that's what I encourage in the workplace. At Haier India, we create an environment where individuals feel empowered to bring their best ideas forward. By promoting collaboration and open communication, we not only drive innovation but also ensure that every voice is heard, fuelling collective success.

TARUN BHATIA, Regional Managing Director and Co-Head of APAC, Investigations, Diligence and Compliance, Kroll
In a dynamic, fast paced world, ability to succinctly articulate your goals and objectives and the patience to persist with them is critical. Creating an environment of trust, where you provide everyone the space and time to contribute and empowering your team to take decisions is essential. Empathy towards your colleagues should not just be seen or heard but also felt in the actions. Leaving a platform which enables your replacement to succeed is the true testimony to one's leadership.

DHIRAJ RELLI, MD & CEO, HDFC Securities
The greatest strength of a leader is resilience. This helps manage the expectations of different stakeholders during an era of technological disruption, economic volatility, and rapidly changing customer behaviour. Resilience stems from 3 Cs – courage, cognisance, and collaboration. Leaders must walk the thin line between being as stable as a pillar and agile enough not just to adapt to change, but to spearhead innovation.

SOUMITRA SAHA, Country Head & Managing Director, Lumen Technologies, India.
The essence of strong, capable leadership lies in the ability to inspire and empower others while maintaining a clear vision and unwavering integrity. Effective leaders communicate openly, act decisively, and foster a culture of trust and collaboration. They lead by example, showing resilience in the face of challenges and humility in their successes. By prioritizing the growth and well-being of their teams, they cultivate an environment where innovation thrives, and collective goals are achieved.

EFFECTIVE LEADERSHIP: A SIMPLE GUIDE

> **N. Visweswara Reddy, Chairman and Managing Director, Shirdi Sai Electrical Limited, deconstructs the essential building blocks of leadership**

Effective leadership combines knowledge, foresight, team-building, smart working, and consistency. When these key elements work together, they help leaders guide their teams toward success.

Knowledge and forecasting are vital for good leadership. Leaders need to deeply understand their industry, their organization, and market trends. They also need to think ahead, predicting future challenges and opportunities. This allows them to make smart decisions that prepare the team for what's to come.

Team building is another important part of leadership. Great leaders understand that a strong, motivated team is essential for success. They work to find the right people, create a supportive environment, and encourage open communication. By fostering trust and collaboration, leaders help their teams feel valued and motivated to do their best work.

Leaders also need to focus on smart working. This means knowing how to prioritize tasks that make the biggest difference, using resources efficiently, and embracing technology to get the job done. Leaders who encourage smart working help their teams stay productive without burning out, ensuring a balance between hard work and well-being.

Consistency is key for building trust. Leaders who are consistent in their actions, values, and decisions create stability. When teams know what to expect from their leader, they feel more confident and secure in their work.

By combining knowledge, team-building, smart working, and consistency, leaders can guide their teams through challenges, inspire growth, and achieve long-term success. This balanced approach helps everyone work together effectively and reach shared goals.



LEADERSHIP: BEYOND POWER TO PURPOSE

> **Sanjay Koul, Chairman & Managing Director, Timken India, outlines how leaders can create lasting positive change through their ability to inspire, nurture, and empower**

Leadership is about inspiring others through integrity, resilience, and empathy. Leaders must communicate clearly, listen actively, and adapt to challenges with confidence. They foster trust by valuing others' perspectives, acting decisively, and staying true to shared goals. Great leaders empower those

around them, prioritising team growth and success over personal recognition. By maintaining a vision, taking responsibility, and leading by example, they create an environment where everyone feels motivated and capable. The most effective leaders understand that their influence extends beyond

immediate results—it shapes organisational culture and legacy. They recognise that sustainable success comes from developing future leaders, embracing innovation, and building inclusive teams where diverse talents thrive. Through consistent demonstration of these principles, leaders create ripple effects that transform not just their teams, but entire organisations and communities.



STAYING AHEAD IN A RAPIDLY EVOLVING EXTERNAL ENVIRONMENT

> **Arvind Goel, Chairman, TATA AutoComp, examines the hardest decision he ever had to take, and how he approached it**

The hardest decision I took as a leader was recognizing the significant megatrend indicating that electric vehicles (EVs) would be the next major technological shift in India, a shift already established in markets like China and Europe. At that time, the Indian auto component industry was still in a dilemma whether to invest in battery packs and drivetrains, and there was little to no experience available in these areas. Despite these challenges, I decided to take the strategic risk to enter this technology sector.

situation was particularly challenging, as travel restrictions prevented our partner companies from assisting with the installation and commissioning of machinery. Despite these hurdles, I made the decision to invest heavily in these two areas.

We all collaborated under the vision of our Group Chairman, who created the TATA UniEVerse. Tata Motors led the development of electric vehicles, with several Tata companies, including Tata AutoComp, Tata Power, and Tata Technologies, participating and supporting this initiative. Today, Tata AutoComp stands as the number one supplier of battery packs and drivetrains in India, achieving the highest level of localization for these projects. This decision not only positioned us at the forefront of the EV market but also demonstrated our capability to adapt and innovate in challenging circumstances.

