



RECOGNISING INDIA'S PREMIUM TECH TITANS

BS MARKETING INITIATIVE

TRAILBLAZERS DRIVING A TECH-TONIC SHIFT IN THE WORKPLACE

> **Building a workplace culture that nurtures and elevates talent has seen a few eminent brands rise above, and be recognised as difference-makers**

The tech landscape is a competitive one, which is continuously being redefined by an intricate interplay of technological innovation and human potential. Traditional models of workforce management are giving way to more dynamic, flexible, and purpose-driven approaches that recognise employee experience as a critical strategic asset. The challenges are multifaceted – managing remote work dynamics, addressing potential AI-driven job transformations, maintaining employee wellness, and creating environments that foster continuous learning and innovation.

Against a backdrop of global economic uncertainties and

technological disruptions, the most forward-thinking IT organisations are developing holistic strategies that go beyond conventional employee management. They are creating ecosystems that prioritise mental health, offer flexible work arrangements, provide continuous learning opportunities, and build resilient, adaptable workforce capabilities.

A few eminent organisations epitomise this new wave of workplace excellence, and were recognised during a gala ceremony as a **Most Preferred Workplace 2024-25**, demonstrating the transformative potential of strategic workplace design in the technology sector.

Those that lead the way for crafting inspiring workplaces included:

- Adobe Systems India Pvt. Ltd.
- Consero Global
- Datamatics
- Denave
- EQ India
- Happiest Minds Technologies
- Quick Heal Technologies Ltd.
- Seclore
- Tata Consultancy Services
- Torry Harris Integration Solutions
- Wipro Ltd.
- Xebia



PURPOSE AT EQI: GROW BY GROWING OTHERS

> **Anand Ramakrishnan, Managing Director, EQ India, shares the approach taken to nurturing leadership at all levels of the organisation**

Leadership is a journey and at every stage in this journey, one gets exposed to new facets and add new dimensions to one's own leadership abilities.

At EQI, we enable this journey and provide the right environment for our current and future leaders to flourish. Some of the qualities of leadership that we place emphasis on are ownership of actions, ability to find solutions to problems, alignment with our values of trust, collaborate, improve, & commercial, and furthering the company's vision and strategy in a collaborative manner. Another key aspect of leadership in EQI is inclusivity and leadership without bias.

At EQI, our approach begins with providing opportunities to young leaders to grow through our strong internal placement program. For leadership positions at any level, we always look inwards first. We give our

existing colleagues the opportunity to apply for the role. Our selection process is as stringent for our internal colleagues as it would be for external candidates.

As young leaders begin their journey, they have strong mentors to help them build on their leadership ideas, deal with situations and strengthen their leadership thought processes. There is no fear of failure. Our emphasis is not to focus on mistakes but how a leader recovers from it.

Along with the internal inputs from their mentors and managers, we have external Leadership Programs that enable these leaders fine-tune their skills and also gain global exposure on best practices of leadership. In order to create more women leaders, we also have a program "EmpowHer".



The proof of the pudding has been in 2024, where EQI grew by more than 40%, with very few leaders being brought from outside.

SECLORE: WHERE INNOVATION FUELS COLLABORATION AND INCLUSION

> **Vishal Gupta, CEO and Founder of Seclore, outlines how the organisation balances technology with a more human touch**

Balancing technology and AI integration with human-centric workplace practices is vital to creating a harmonious and inclusive work culture and is therefore a strategic priority at Seclore. As a company at the forefront of data-centric security solutions, we recognize the transformative potential of bringing together AI and human thought processes in streamlining operations, enhancing decision-making, and driving innovation to solve the unsolved problems of today.

Seclore's internal systems leverage various tools to automate routine tasks, freeing up our teams to dream big and focus on strategic, creative, and high-value initiatives. This approach nurtures a working environment where innovation and job satisfaction thrive while eliminating operational inefficiencies.

To maintain a human-centric culture, we emphasize collaboration, empathy,

and inclusivity. From implementing tools and systems that enhance employee well-being to creating platforms that foster continuous learning and skill development, we ensure our workforce feels valued and empowered amidst technological advancements. Moreover, we encourage open dialogue to understand how technology impacts individual roles and take this feedback to adapt our strategies accordingly.

The balance lies in crafting a synergy where technology drives efficiency, and humans drive purpose. By blending the strengths of both, we not only build a future-ready organization but also one where individuals feel inspired, engaged, and equipped to make meaningful contributions. At Seclore, our commitment to people remains as steadfast as our passion for technological excellence.



Expert Perspective



To nurture a culture that attracts and engages top talent, organizations must focus on authenticity and purpose. Embed a growth mindset across the organization by encouraging experimentation and viewing mistakes as learning opportunities. Design roles around strengths, allowing employees to do work that energizes them. Continuously measure engagement, adjust strategies, and treat culture as a living prophecy.



Another critical element is a Purpose-driven work that aligns with a larger mission, inspiring employees and boosting retention by adding meaning to their roles. A culture that celebrates failure as a learning opportunity removes fear, encouraging bold innovation. Open communication forums, AMAs, and feedback channels, foster trust and collaboration while making employees feel heard and valued. These initiatives build an engaged, innovative, and loyal workforce.

Swapna Sangari
VP People and Culture,
Quick Heal Technologies Ltd.

Views expressed are personal

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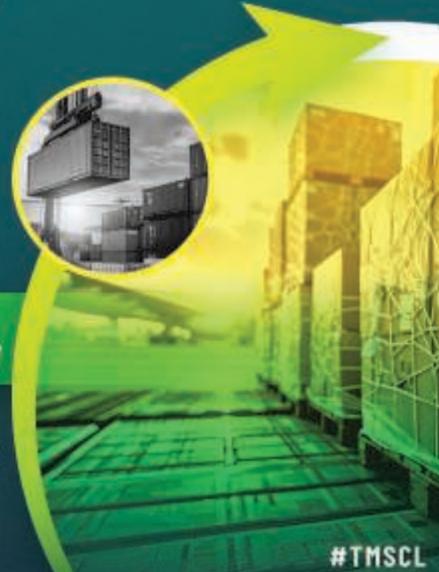


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