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NEWS, EVENTS, PROMOTIONS + IDEAS

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AND MANAGING DIRECTOR,
HERBALIFE INDIA



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CEO, HEALTH ON TOP



LEGENDARY INFLUENTIAL LEADERS

DR.A.M. REDDY

FOUNDER AND CMD
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EVP AND CHIEF
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**WBR MEDIA AND PUBLISHING (OPC)
PVT. LTD.**

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Gautam Bhirani, Founder & CEO – TagTalk

TARGETING BRANDS ENGAGING WITH MILLENNIAL AND GEN Z DEMOGRAPHICS

The reach of digital advertising propelled by the non-intrusive modus operandi of DOOH



Can you share some of the game-changing aspects of the field you are operating in?

Digital Out of Home (DOOH) has picked up steam since Covid unlock, standing out, making all the noise on streets, indoors and the internet. Interestingly, DOOH is the only form of digital advertising which is beyond a consumer's personal device, thus making it a very exciting space for tech giants like Google to extend their ecosystem beyond personal devices.

What is the USP of the services that you have evolved to meet customer needs to promote their brands?

Our service's unique selling proposition (USP) revolves around catering to the evolving needs of brands in reaching the millennial and Gen Z demographics, often dubbed the 'heads down' generation in the digital realm. Through our DOOH network, brands can seamlessly connect with millions of these affluent consumers at the click of a button, employing a non-intrusive approach. With unparalleled engagement, we are the first socially connected DOOH platform where over 30 million digital natives have shared content on our digital screens.

What are some of the challenges you have

faced and how have your personal traits helped you overcome them?

Despite the promising landscape, establishing this new ecosystem posed challenges requiring patience, effort, and time. Rather than expecting overnight success, I embraced the journey's long-term nature, drawing from my experience as a former national sportsman to navigate mindset shifts and foster acceptance within the industry.

With unparalleled engagement, we are the first socially connected DOOH platform where over 30 million digital natives have shared content on our digital screens

What is the future that you see in this ever-evolving digital space?

The future of the ever-evolving digital space, particularly in the context of Digital Out of Home (DOOH), is incredibly promising and dynamic. With advancements in technology such as AI and data, DOOH is poised to revolutionize how brands engage with consumers in physical spaces.

DOOH's ability to deliver dynamic and interactive content will continue to grow. Augmented reality (AR) and virtual reality (VR) experiences will blend physical and digital worlds, creating captivating and memorable brand interactions.

Overall, the future of DOOH lies in its adaptability, interactivity, and ability to create meaningful connections between brands and consumers in the real world, powered by cutting-edge technology and data-driven insights. ■

LUMINARY LEADERSHIP

Shaping Fresh Imperatives for a Reimagined India



Forged in steel through the hot pit of challenges and change, industry and business leaders in India continue to prove their metal as legacy creators. Empowered by their relentless desire to serve with commitment and compassion they herald a growing impetus for a fresh look at the country's future.

If India has to claim its coveted goal of a \$10 billion economy it is imperative that the success-generating mantras of these extraordinary leaders be kept shining like mirrors through the spit and polish of the hard work of their teams. It is only then that these new leaders-in-the-making can confront their reflections in these mirrors with pride and confidence.

A seamless transition from one generation to the next of luminary leaders is truly possible when a team embraces that vision and makes it its own as they embark on a journey together. Every landmark on that rocky road resonates with that shared belief in celebrating success as one entity.

Self-reliance, belief, pride and a visionary outlook are the cornerstones of a steadfast team under a deeply committed leader. It is the glue that cements the collective effort to climb every mountain, ford every river which aims to contain their progress.

Crucial issues are at stake, going forward, as leaders gear up to address matters like climate change, green energy security, supply chain and operational security, cyber security, fiscal security, food security and the like.

The challenges of transformative technology, a potential AI revolution, Green Transition et al are changing the narrative of experience and endeavour on a global footing for building skills and capacities to navigate the road to socio-economic prosperity.

Innovation, execution, discipline, accountability, leveraging on the talent capital— and an open mind-set, are now driving the vision of these exemplary leaders, who can foresee a fresh arena of opportunities in the offing. These new market realities that are touching operations in multiple sectors on a wide scale, are an exciting impetus for remodelling business strategies and trajectories to achieve guarantees and goals for the years to come.

Enabling Environment to Unleash True Grit

Some are born leaders and others hone their skills to become leaders. What separates the wheat from the chaff, however, is their approach to team

leadership. Their inspirational stature is bolstered by the ability to unlock the potential of their team, both as a whole and as individuals. These leaders of true grit inspire with their passion and perseverance to achieve things beyond their dreams. They work apace to peel back the layers to reveal the untapped resources that can be leveraged at the personal level as well as in teamwork. It's what earns them respect, empowers them to lead and gives them free rein to mould future leaders.

Leading by example is a fragile platform which requires leaders to re-invent themselves in an ever-changing environment. Holistic mentoring



can only be respected when leadership pivots toward clarity and transparency in a bid to enhance credibility and instil trust, thrives on challenges, is dedicated to harnessing individual talent and sharing credit when it is due.

Fostering Entrepreneurship

Luminary leaders can be a hard act to follow. But generous-spirited leadership revels in grooming potential leaders by leveraging their hidden talents and creative potential. These leaders are worth their salt for the work ethic they have embedded in the operations to ensure its ripple-like effect at every level. Learning and experience are the twin engines that drive development and growth, which is good for the company as it is for each individual.

Dedicated to harnessing fresh talent they chuck challenges in the way of their teams and demand they pivot away from their comfort

levels to unleash the ideas, the skills, the resourcefulness and open outlook that true entrepreneurship commands.

This kind of mindful training, to instil the firepower of entrepreneurship, both in deed and thought, is the foundation for furnishing these young leaders-in the making with resilience and success in their future endeavours.

When Challenges Become Opportunities

Introducing measures such as strategic initiatives and sustainable practices goes a long way in improving benchmarks for steadfast growth in this era of disruption on multiple fronts. Savvy leaders have been quick off the mark in embracing the new developments that have left their footprints on a global stage. Growing engagements with sustainability, diversity, equity and inclusivity within the framework of market realities and connecting it all to an organization's growth agenda, is proving to be an excellent formula for leveraging on new opportunities.

AI Rocks the Boat

These future-ready leaders are distinguished by their dexterous navigation of traditional and contemporaneous market realities. Armed with a reimagined vision, powered by their spirit of adventure and confidence in their ability to sail through uncharted seas, luminary leaders are scripting new narratives for exponential growth and innovative solutions.

The advent of AI has added a fresh edge to leadership skills. For those who have embraced its challenges, it's resulted in new adventures on the high road of tech advancements which can be muscled into creating an impetus for positivity and unprecedented opportunities to be tapped.

Manifold Contributions

The journey of these inspirational leaders is remarked for their firmly held convictions and commitment to visionary strategies, innovation and mentoring, for executing effective leadership decisions and bringing choices and change for betterment in the areas of their expertise.

A stimulus for industry change and credible growth, the leadership approach of these leaders has well positioned them to leave behind an incredible legacy of vibrant prosperity, enhanced development and advanced technological solution-finding measures to be leveraged for sustainable growth and expansion.

Be they Founder- CEOs, entrepreneurs, business innovators, marketers or investors and the like, with nary an exception all acknowledge, without any hesitation, that the power behind their success is their people. It is by investing their time, skills and mentoring efficiencies in their people that they have achieved their standing as luminary leaders and role models. It is by sharing the light of those accolades and awards that they are propelled to move forward together to brighten their path for a glowing future.■

“These leaders of true grit inspire with their passion and perseverance to achieve things beyond their dreams”

MONSHER: THIS BUSINESS IS ON FIRE...!

A savvy leader seizes the huge opportunities and infinite potential to grow his family business in an underserved market

This 50 year 'young' success story is helmed by Sherwin Nazareth, Chairman & Managing Director, Monsher Fire Protection Systems Ltd. Shaped by his visionary outlook the firm is well positioned to see exponential growth in an Indian urban eco-system – exploding now with new skyscrapers, super malls, IT parks and highways, as well as new infrastructure, such as the metros, tunnels and data centers.

How many new infrastructure builders and occupants know that Mumbai's fire-fighting department had 4,721 fire calls from January to the first week of December, 2023? How many are aware, that 1,547 (32.7 percent) of these calls, were from residential buildings? Or that, as many as 33 people were killed and about 300 injured in fire incidents in Mumbai last year? Also, consider the scenario nationwide where there is even poorer reporting of fire incidents!

Sherwin Nazareth, second generation entrepreneur having attained a post-grad engineering degree in the US, returned to a new India in the 2000s. He was immediately able to gauge the infinite potential to grow his family business: "Compared to the sophisticated fire safety systems one saw in New York, or even Asian cities like Singapore, Hong Kong, Seoul, and Tokyo – India was a rapidly developing country looking at building new residential and commercial buildings, IT Parks, super-highways – without much of a thought about incidences of fire within these sprawling campuses. A few extinguishers, painted red pipes, and they felt they were done with fire-protection!"

While an earlier regulatory mindset limited FSI for new structures, builders today are aiming at 80-storey sky-scrappers, envisioning massive gated communities and tower complexes, envisioning mega-malls far ahead of the standards in the early 2000s. "To keep up to global safety standards, the technology had to be upgraded," shares Nazareth, who made swift and timely decisions to expand Monsher's provisions both in organic and inorganic ways, while rapidly scaling up global alliances and capacity for burgeoning demand.

"Between 2000-2008, we also witnessed a sea change in government regulations nationwide that put a lot of Fire regulations in place to

safeguard life and property. There were numerous overseas companies that outsourced work to India, provided their facilities met the life and safety norms of their parent companies and insurance agency. This led to a boom in consumption and also new strictures about fire safety. They needed world-class backend safety systems. That was a massive propelling phase for us," shares Nazareth.

Also, between 2007 and 2008, Monsher started acquiring companies in Korea, Malaysia and China – "There was no 'Make in India' mindset then; it was the whole import and assemble model, and if we had to sustain ourselves, we had to start acquiring companies so that our supply chains remained

“Between 2000-2008, we also witnessed a sea change in government regulations nationwide that put a lot of Fire regulations in place to safeguard life and property”

consistent. So, we acquired a supply company in Korea and one in China, and we started bringing in a lot of technology and key equipment into India. We also got distributorships for a lot of the global companies within the Indian landscape. So, all that was part of our business model," he elaborates.

Observing the explosion of new infrastructure and real estate ventures pan-India, Sherwin is optimistic: "In Mumbai, an amusing trend is, all the new developers – 80 percent of them – want to emulate what they see of buildings in Dubai, Hong Kong and now Saudi Arabia." He points out that beyond all those billion-dollar assets you need to buttress this with reliable fire protection technology to protect it seamlessly, 24/7 and with the least human intervention.

"For all that we are the single source that has a legacy of 50 years of performances. Our tag line has always been WE Perform so You deliver," he says firmly. ■

By Sangeeta Waddhwani



BURGEONING LEADERSHIP IN THE CLOUD RESILIENCE MARKET

Staying the long course by turning hard knocks and hurdles into strengths and sustaining growth

What inspired you to create a career path as an entrepreneur in such a crowded arena?

A culmination of three aspects drove me to start Appranix in a fragmented but very competitive market like data backup and recovery.

- A large unsolved problem.
- Passion for solving problems against multiple odds; I like new challenges that push my boundaries.
- The potential to change a legacy market using new platforms.

What is the USP you have embedded in your company to ensure longevity of its resilience and relevance?

Appranix is at the forefront of transforming cloud resilience. In an era where cyber threats are escalating, we've pioneered a proactive 'REBUILD' approach, far surpassing conventional 'backup and restore or disaster recovery' methods. Our platform stands apart by automating the reconstruction of cloud environments, using clean data and configurations, without the need for human intervention. This patented innovation is continuously enhanced by customer feedback, ensuring our rapid adaptation to the ever-changing cloud landscape. Recognized by multiple industry awards, our unique technology not only redefines our customers digital infrastructure continuity mechanism but also our continued leadership in the cloud resilience market.

What were some of the hard knocks in this journey which strengthened your resolve to overcome even bigger hurdles?

Yes, we have had several initial hard knocks and hurdles, but eventually we turned them into our strengths, thanks to our resilient and hardworking teams, and the trust we have in each other.

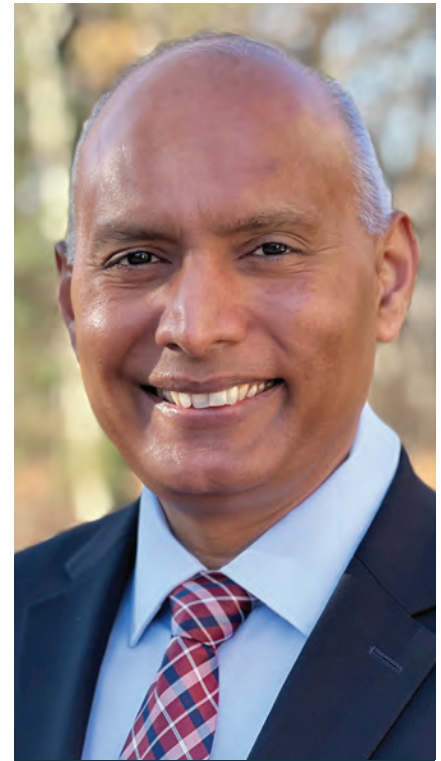
- Unlike our competitors with big external investments, unicorn valuations, we did

not raise any external investor money. None. We bootstrapped it completely. The company is fully funded by customer revenue and growth. We have achieved over 750% CAGR the last 5 years. And one important difference, unlike our externally funded competitors, we are profitable.

- Changing a traditional and fragmented market with an innovative product with an engineering team completely based out of India; that too a second-tier city like Coimbatore was initially hard, very hard. But eventually, the strategy paid off nicely.
- External shocks like the Pandemic, Wars, Inflation and Fed Rate hikes have all played a role in the dynamics of customer acquisition and retention as well as how our team adjusted to all of them. Due to our product's unique strengths and robustness, and market position, we were able to withstand external shocks and continue to grow. We opened a new office in Coimbatore last year and increased our headcount by 70%.

What are the key components of Appranix, which have played a strong role in its success?

- Our team is dedicated and efficient, possessing a 'do whatever it takes' mindset to address our customers' cloud resilience challenges within our scope of expertise. We stay committed to our core mission without overextending beyond our defined boundaries of cloud resilience. We are used to saying 'no' to a lot of requests that cross our defined boundary.
- Robustness of our SaaS platform. Large enterprises rely on our platform for achieving business critical application resiliency. We need to be available all the time to help them rebuild after a disaster.



Govind Rangasamy
CEO, Appranix

“ We stay committed to our core mission of simplifying cloud resilience for enterprises

Our platform runs at 99.95% SLA reliability and robustness.

- A good and growing partner eco-system that has the confidence in Appranix for them to invest, so, all of us can grow and change a traditional market together.

What would your inspirational message be to budding entrepreneurs in your area of expertise?

Spend time to research and find a problem that is complex and large enough to solve but make sure you ask your customers to pay even if it's minimal sum initially. Do not even register a company until you get your first customer. ■

Autism is not a Disease. **It is a Disorder**



Dr. A.M. Reddy

Autism is not a disease. It is a neurological disorder. Immunotherapy is a treatment for autism that has shown positive results, autism, adhd, and hyperactive are reflect symptoms from neurological disturbance Internal immunity disturbing cause for this type issues.

Dr. A.M. Reddy is celebrated as a towering figure in both homeopathy and healthcare entrepreneurship, renowned for his pioneering spirit and transformative impact. Born on June 6, 1975, in Kurnool, his journey reflects resilience, determination, and an unwavering commitment to holistic healing. From an early age, Dr. Reddy displayed a natural inclination towards inquiry and empathy, which have become defining traits of his professional ethos. Despite facing formidable obstacles, including financial constraints, he pursued medical expertise driven by a profound desire to serve humanity. This dedication culminated in his emergence as a luminary in the field, revolutionizing traditional healthcare paradigms with innovative treatment modalities and an unwavering commitment to patient welfare.

Transformative Journey and Entrepreneurial Vision

After obtaining his BHMS degree from HKE Society Homeopathic Medical College & Hospital in 1992, Dr. Reddy embarked on a transformative journey in homeopathy. Guided by mentors, he honed his skills and deepened his understanding of homeopathic principles, aiming to democratize healthcare and bridge accessibility

gaps. During the early 2000s, Dr. Reddy initiated his inaugural homeopathy clinic with a humble investment, laying the groundwork for a broader constellation of healthcare enterprises. Despite encountering hurdles, his resolute determination and forward-thinking leadership propelled progress and expansion.

Continued Education and Growth

In 2007, Dr. Reddy pursued further education by enrolling in a Master's Degree program in Homeopathy at Bhagavan Buddha Homeopathic Medical College. This educational endeavor expanded his knowledge base and refined his clinical abilities, enabling him to provide enhanced care to his patients. Dr. Reddy's decision to continue his education demonstrates his ongoing commitment to personal and professional development, as well as his dedication to improving healthcare practices. This pursuit of learning has played a significant role in his contributions to the field of homeopathy, making quality healthcare more accessible to a wider audience.

Visionary Clinic Network

Driven by his vision of democratizing healthcare and ensuring its efficacy, Dr. A.M. Reddy spearheaded the creation of a network of homeopathy clinics under the banner of Dr. Positive Health Sciences Pvt. Ltd. These clinics, namely Dr. Cure Homeopathy, Toot Dental, and Dr. Positive Autism, embody Dr. Reddy's commitment to holistic healing modalities. More than just treatment facilities, each clinic serves as a beacon of personalized care, offering innovative solutions tailored to meet the unique requirements of every patient. By integrating cutting-edge practices with a patient-centric approach, Dr. Reddy's clinics stand as paragons of accessible and effective healthcare delivery, setting a new standard for wellness services in the community.

Personal Life and Contribution to Society

Dr. A.M. Reddy, amidst his professional obligations, maintains strong ties to his personal life and principles. He attributes much of his success to the unwavering support of his family, especially his late father, Ambati Suryanarana Reddy, whose guidance profoundly influenced his journey. Furthermore, his commitment to societal well-being is exemplified through the Ambati Trust, established in memory of his father. Throughout the COVID-19 pandemic, the trust provided crucial aid, including medical provisions and financial assistance, serving as a lifeline for those facing hardship. By fostering employment opportunities for homeopathic practitioners and prioritizing healthcare accessibility, Dr. Reddy's initiatives via the Ambati Trust ensure a brighter, healthier future for the community.

Dr. A.M. Reddy's journey from humble beginnings to becoming a renowned homeopathy doctor and healthcare entrepreneur is a testament to the power of dedication, perseverance, and compassion. His unwavering commitment to patient care and innovative approach to treatment have transformed countless lives, earning him acclaim both nationally and internationally. ■



AWARDS & ACCOLADES

Throughout his illustrious career, Dr. A.M. Reddy has garnered widespread acclaim and recognition, solidifying his status as a luminary in the field of homeopathy. His groundbreaking work in treating autism spectrum disorders with innovative homeopathic therapies stands as a testament to his unwavering commitment to advancing healthcare delivery and improving patient outcomes. Among his many accolades, Dr. Reddy was honored with the prestigious Best Doctor Award in 2013 for his outstanding contributions to the field. Additionally, he has been bestowed with numerous other prestigious awards, including the Member of the UK Parliament title, the Best Treatment Award 2022 by HyBIZ TV, the National Achievers Award 2021, and the Suman TV 2021 Awards.

Akash Agarwal, Managing Director Sisco Research Laboratories Pvt. Ltd.

GLOBAL RECOGNITION, UNSWAYED BY CHALLENGES

Persistent industry education and product excellence remain key to its growth

Akash Agarwal, Managing Director of Sisco Research Laboratories (SRL), attributes the company's pioneering spirit and dedication to quality products for shaping his work ethic and driving SRL's success.

He talks about his background in a family business, saying, "I focus on accuracy and innovation due to my experience in the biochemical industry. I establish long-term objectives with careful planning and persistently pursue them until accomplished. Mentors taught me how to tackle challenges, while clients sharpened my ethics and integrity."

For nearly fifty years, SRL has specialized in manufacturing unusual and tailored Biochemicals, Molecular Reagents, Culture Media, and Biotechnology products. These are essential tools utilized by researchers and pharmaceutical companies for scientific quality control. With a portfolio boasting of over 20,000 SKUs, SRL's commitment extends beyond R&D labs; it serves as a pivotal excipient and intermediate manufacturer for a myriad of industries, especially in pharmaceutical sciences, medical diagnostics and semiconductor technology.

Since its inception in 1975, the company has defied skepticism and resistance, challenging the perception of Western product superiority in the Indian research sector. Through relentless industry education, today SRL has expanded its footprint to over 90 countries, touching 1.5 million researchers every year. To touch so many clients, Akash underscores the importance of collaboration within the various executive teams. "In adversity, I am a strong advocate of collective problem-solving, leveraging experience and revisiting strategies. This

“ In adversity, I am a strong advocate of collective problem-solving, leveraging the experience of our team and revisiting strategies

proactive stance mitigates crises and almost always fosters solutions”, he says.

He mentions that leadership at SRL, including mentors like Mr. S.K. Agarwal (Founder & Chairman), Mr. Ramesh Agarwal (Deputy Chairman), and Mr. Vikas Agarwal (Jt. Managing Director), has shaped the company's values, which are defined as 3-pillars, namely, "People, Processes, Customers. These connect all of our activities and take us towards our vision **to be the gold standard and preferred choice in every scientific laboratory**", he asserts.

For Akash, his people are crucial for the company's success. He believes their dedication and expertise are vital in hitting operational milestones. Together, they overcome challenges to ensure SRL maintains a strong influence in scientific circles.

In discussing his role as a mentor, he states, "I perceive myself and my managerial team as drivers of progress. Nurturing unconventional thinking demands ongoing support from leadership. We've created an environment where mistakes are accepted and seen as chances for growth, essential for future achievements. This iterative approach mirrors the methods in chemistry and microbiology, where experimentation and learning from errors often result in significant breakthroughs." ■





From Challenges to Triumphs: **Gaurav Ralhan's Journey with "Health on Top"**

Embark on an illuminating discussion with Gaurav Ralhan, the visionary Founder of "Health on Top," as he unveils his pioneering venture, outlines innovative initiatives, and reveals his ambitious plans to redefine the healthcare services paradigm within the industry.

Can you share with us a glimpse into your life story, detailing your upbringing, educational journey, family dynamics, and the passions that have shaped you into the person you are today?

I am Gaurav Ralhan, the son of Late Smt. Neelam Ralhan ji and Shri. Sudesh Kumar Ralhan ji. I began my educational journey at Ruchika School for Montessori and later attended St. Joseph's High School for my primary education. I pursued my higher education at Utkal University, graduating with a degree in Commerce focusing on Accountancy.

Within my family, I am blessed with a younger sister named Neha, who is married to Shri. Sameer G. Madan Ji, and together they have a son named Kabeer. My wife, Smt. Priya Ralhan, hails from Nagpur and has been my pillar of strength. Our greatest joy is our son, Vedant Ralhan, who at the age of 14, fills our hearts with pride. We hold a deep reverence for our parents and firmly believe that their blessings have been instrumental in our achievements. Additionally, they instilled in us a profound respect for Mother Nature, teaching us that by nurturing her, she blesses us abundantly in return. Our upbringing was characterized by a home environment filled with religious devotion, love for God, and a strong focus on hospitality.

From a young age, I harbored a fascination for aquatic life, which evolved into a deep love and eventually became a cherished hobby. Creating a conducive environment for fish has been a source of joy and fulfillment for me throughout my life.



Mr. Gaurav Ralhan, CEO, Health on Top

"Health on Top" arose amidst the challenges of the COVID-19 pandemic, representing a silver lining and a commitment to innovation. Our ethos centers on the belief that adversity fosters creativity, driving us to positively impact both human health and environmental well-being.

Could you provide us with an overview of your company's mission and initiatives?

"Health on Top" arose amidst the challenges of the COVID-19 pandemic, representing a silver lining and a commitment to innovation. Our ethos centers on the belief that adversity fosters creativity, driving us to positively impact

both human health and environmental well-being. We actively participate in establishing medical colleges, clinics, and pathology labs, aiming to strengthen healthcare accessibility. Additionally, we promote physical activity by installing open-air gym equipment and children's play structures in government-owned parks, fostering community well-being. On the environmental front, we are dedicated to revitalizing ecosystems and mitigating environmental degradation through sustainable waste management practices. Our firm belief in the interconnectedness of planetary health and human well-being drives us to prioritize environmental health. We also engage in urban beautification projects and green terrace

creation, serving as natural lungs for cities and enhancing urban aesthetics. Through these endeavors, we aim to nurture holistic well-being, fostering harmony between humans and the environment.

Can you walk us through how you recognized the market opportunity and embarked on this particular professional path?

The inception of “Health on Top” dates back to January 2021, amid the tumultuous backdrop of the first wave of the Covid-19 pandemic. As circumstances confined us during the lockdown, it dawned upon me that fostering both a healthy lifestyle and a sustainable environment is paramount in combating such global health crises. Guided by the belief that adversity often conceals opportunities, I seized upon the realization that amidst the challenges of the pandemic, there lies a profound opportunity to make a meaningful impact.

I firmly adhere to the notion that in every crisis, there exists a divine hand orchestrating unforeseen opportunities. The COVID-19 pandemic served as a testament to this belief, presenting a pivotal moment for transformation and innovation. With society increasingly embracing health-conscious practices such as cycling, gym routines, healthy dietary habits, hygiene protocols, and environmental stewardship, it became evident that “Health on Top” could serve as a conduit for meeting these emerging needs. Thus, our journey into this profession was not merely a strategic decision but rather a calling guided by providence.

What risks did you encounter in establishing and operating your organization, and what obstacles did you confront along your professional journey?

Life itself entails risk, and venturing into business is an integral part of that journey. When we embarked on our journey on January 29th, 2021, we understood that attracting customers solely for luxury items would be challenging. Consequently, we pivoted our focus towards promoting essential products crucial for combating the pandemic. Our strategy involved widespread advertising across Bhubaneswar, offering critical items such as masks, sanitizers, and other COVID-19 essentials at half price through citywide hoardings.



“With society increasingly embracing health-conscious practices such as cycling, gym routines, healthy dietary habits, hygiene protocols, and environmental stewardship, it became evident that “Health on Top” could serve as a conduit for meeting these emerging needs.

Rather than viewing pandemic essentials as mere commodities for profit, we aimed to instill confidence in our brand by pricing these items affordably. For instance, we sold N95 masks for just Rs. 12.50 each, significantly lower than the market rate of Rs. 300. Similarly, 3-ply masks were available at Rs. 1.50 compared to the prevailing price range of Rs. 20 to Rs. 30 in pharmacies. This approach extended to other essentials like sanitizers, oxygen concentrators, and pulse oximeters, where we prioritized affordability and accessibility over profit margins.

Who serves as your source of inspiration and role model? What valuable lessons have you gleaned from them and how have you applied these insights in your endeavors?

My inspiration stems from my father, Shri Sudesh Kumar Ralhan, and my uncle, Shri Vijay

Kumar Ralhan, who have epitomized genuine entrepreneurship since 1973, instilling in me the importance of ethical business practices from a young age. Additionally, I am indebted to my mentor, Shri Sanjay Kumar Pramanik Ji, whose unwavering support and guidance have been instrumental in my journey. Dr. Dinesh Sharma and Mr. Alekh Nayak deserve special mention for their unwavering support throughout my career, embodying principles of integrity and righteousness. Moreover, the divine inspiration I derive from my late mother, Smt. Neelam Ralhan Ji, who imparted the profound wisdom of living with purpose, serves as a guiding light. I strive to honor her legacy by integrating altruism into my business endeavors, aspiring for a legacy characterized by meaningful contributions and a positive impact on society.

The primary challenge we encountered was not merely about selling products but maintaining a steadfast commitment to serving society rather than succumbing to greed. Our ethos revolved around being community-centric rather than profit-driven. Reflecting on the teachings of my college professor in Business Studies, who emphasized that business should not only be profitable but also beneficial to society, I am reminded of the importance of aligning business objectives with broader societal welfare. This guiding principle continues to shape our approach, ensuring that our endeavors contribute meaningfully to both economic prosperity and social well-being.

What personal qualities do you consider to be your strengths, and how have you leveraged them in your professional endeavors?

My strengths encompass a deep-rooted belief in a higher power, the blessings of my father, the camaraderie of my team, a customer-centric mindset, punctuality, dedication to my work, a passion for exploration, unwavering support from my spouse, the admiration of my son, guidance from my mentor, appreciation from my educators and childhood friends, the divine influence of my late mother, and a fervent desire to contribute to society.

Rather than consciously utilizing these strengths, I see them as guiding forces that shape my approach to business. They empower me to cultivate “Health on Top” as a premier brand in the health sector, not only in our immediate vicinity but also extending our reach beyond geographical boundaries. ■

THE DELTA GROUP: NO SHORT CUTS TO SUCCESS AND RECOGNITION

The core tenets of reliability and trust continue to drive growth and customer confidence in their deliverables

CMD Dipak Barai, Director Vinit Barai, and Director Punit Barai provide insights into the exciting journey of the company

India's Power, Industrial, Infrastructure and Renewable Energy Sectors have become a renewed focus area, more so in the light of Climate Change. Please share how your firm is contributing to align with the government's agenda in this regard.

Delta has been involved in the above sectors for the last four decades and remains focused on being one of the leading players in this sector for the foreseeable future. Our focus currently is to strengthen our human, financial, and construction assets to support the planned growth in Infrastructure.

We are currently in discussion with large and dominant players. We are processing and evaluating the project requirements of both project developers and EPC companies. We are also soliciting cooperation and collaborations with new and existing partners for joint participation.

What are the company's core strengths that have placed it in a position of power to conduct its various businesses in this important sector?

Reliability, Trust, and Deliverables are the core values and the DNA of Delta. Our clients, whether domestic or international, recognize this core strength in Delta and have consistently rewarded us with their trust and new contracts over the many years.

Please tell us about your collaborations and what strengths they have brought to your operations in terms of technologies, products and services.

Delta's association with Fortune 100 companies over four decades has now evolved into more formidable relations and collaborations with leading world-class OEM and EPC companies, with cutting-edge technology in both the conventional sector

as well as in new technology. Working and collaborating with OEM and EPC companies for prolonged periods, Delta has gained deep insight into the workings of these top multinationals and learned the best management practices and approaches on some of the most complex project works.

Are there some pet projects that have illustrated the leadership qualities under your watch?

We have had several projects and works that required us to demonstrate Delta's abilities and skills to manage and lead projects from all fronts. Delta's management was privileged to be invited by a leading EPC and OEM Fortune 100 Company to be a part of their core management group in dealing with certain complexities related to projects and clients. There have been many first highlights for Delta in multiple projects during the past four decades.

What does it take to rally your team around you to face the challenges that are inevitable when moving into new grounds?

Every project has its own dynamics and challenges. The assigned team to the project works must understand the commitment of the company to the project deliverables and timeline. Our team's approach to such challenges is in line with this understanding.

What were the most important takeaways for you when things went sideways globally during the pandemic?

Every project faces highs and lows over the lifeline of a project. During the low phase of a project, the challenge is to be patient and keep the lines of communication open with all the stakeholders of the project, so that they know where you stand and your requirements.

Secondly, assessing the situation and taking timely corrective action saves wastage both in terms of resources and project deliverables.

Thirdly, and most importantly, all the stakeholders of the project must have confidence and trust in you during trying times in the project. They must know that you are not going to desert them and will be a constant source of support.

How do you view the future of the Delta Group from the perspective of capitalising on human and technological resources as the twin engines that drive business and industry today?

We have a 3+3+3 years vision which is called GSAG (Grow, Stabilise, Adapt and Grow). During each stage of the 3 years, we will stabilize and evaluate our strengths in human resources, technology, and financial resources and adapt to current trends and best global practices. During this stage, we will review the market trends and carry out course corrections as required, allowing us the flexibility to quickly adapt and move

Our focus currently is to strengthen our human, financial, and construction assets to support the planned growth in Infrastructure



forward to the next stage.

At Delta, our core value is the development of human assets with our three “C” mottos starting in order: “C” for Commitment, “C” for Consistent, and “C” for Capability.

The synergy between these three “C”’s is key for empowering and rewarding the team.

Moreover, AI will be disrupting technology in the near future and the dynamics will change drastically at short intervals. Therefore, the need to assess and adapt during changes in technology will be very vital.

Besides being a player in the field of

Infrastructure what is the current and future business plan of the Delta Group? Where do you see the Delta Group in the next 10 years?

The Delta Group has at present, two Business Units (BU) which are Infrastructure and IT. The two new BUs of the Delta Group are planned for skill development and Green Energy. We are evaluating the processes and are currently in discussion with potential partners and technology providers in skill development and Green Energy. Each BU has different Business Verticals (BV) responsible for every assigned business.

Over the next decade we see Delta as one of the dominant players in the Industry and Sectors that we are involved.

What in your mind are the best leadership qualities to inspire newbies entering this competitive field as entrepreneurs?

In this field, there are no shortcuts and the path ahead requires gaining trust and growing on reputation as the preferred company. The four “M” that dominate this field are Management, Money, Manpower, and Material. The ability to control and manage these four “M”’s is the key to a successful business. ■

Empowering Communication: A Conversation with SLP Sanjay Kumar, Trailblazing Speech Language Pathologist & Audiologist



SLP Sanjay Kumar, Founder, Sanjay Speech Hearing and Rehabilitation Center

Please tell us about yourself. We're interested in your background—memorable childhood moments, educational journey, family dynamic, and hobbies or activities you enjoy in your free time.

I'm Sanjay Kumar, an Indian Speech Language Pathologist and Audiologist, with degrees from AIIMS in New Delhi and AIISH, University of Mysore. I've served as a Senior Speech Language Pathologist and Lecturer in Speech Language Pathology. Currently, I'm the Chief Speech Language Pathologist and Audiologist at Sanjay Speech Hearing and Rehabilitation Center in Bengaluru. My journey began with a passion for treating Voice Disorders during my undergraduate studies. In 2010, I founded the center, specializing in evidence-based practices. I specialize in various voice disorders, including Puberphonia (High-Pitched Voice in Adult Males), Functional Aphonia, and Non-Surgical Management of Hoarse and Breathless Voice due to Vocal Cord Paralysis. Originally from Shubhankarpur, Araria, Bihar, I completed my primary education in Araria, high school, and my PUC studies in Samastipur, Bihar. Married to Chhaya, we have two sons, Piyush and Tejas. I cherish spending leisure time with my family.

Could you provide a quick overview of your venture? We'd love to learn more about what sets you apart.

Sanjay Speech Hearing and Rehabilitation Center is renowned globally for its expertise in telerehabilitation and specialized treatment

of communication disorders. Our vision is to provide the highest standards of care, guided by dedication and compassion. We offer a comprehensive range of services including voice assessment and therapy, speech therapy for stammering, hearing evaluation, hearing aids fitting, and telerehabilitation, all tailored to ensure personalized care and exceptional outcomes.

What led you to recognize the market opportunity and choose your current profession?

Recognizing the crucial role of verbal communication in personal, professional, and business growth, I joined the field 14 years ago. Observing a gap in vocal health awareness, I aimed to optimize individuals' vocal abilities, driven by the profound impact on people's lives. Witnessing patients regain confidence in their voices brings immense gratification, fueling my unwavering commitment to enhancing vocal health and communication skills.

What makes your organization unique or distinct?

At Sanjay Speech Hearing and Rehabilitation Centre, our distinctiveness lies in our specialized expertise, innovative solutions, and commitment to excellence, ensuring the success of our clients. We prioritize a customer-centric approach, offering global reach with a local focus, transparent communication, and a dedication to continuous improvement to provide the best possible care.

Embark on a journey with SLP Sanjay Kumar, founder of Sanjay Speech Hearing and Rehabilitation Center, as he shares insights into his transformative experiences in the field and his vision for the venture.

SLP Sanjay Kumar expanded his contributions to the digital domain by creating a YouTube channel initially called SLP Sanjay Kumar, which he later rebranded as SLP Sanjay Kumar - Voice Therapist to enhance its significance.

Who has been your source of inspiration and role model? What lessons have you gleaned from them, and how have you applied those insights in your own life?

Dr. Naresh Trehan's leadership in the healthcare sector has likely impressed upon me the significance of excellence, innovation, and unwavering dedication to delivering top-notch healthcare services. Mr. Shiv Kherra's focus on cultivating a positive mindset, setting goals, and assuming responsibility for one's actions could serve as a compass in shaping a constructive work environment and propelling my entrepreneurial pursuits.

What awards and acknowledgments have you received throughout your personal and professional journey?

Over the years, I've garnered numerous awards. In 2023, I received the Iconic Voice Therapist & Speech-Language Pathologist of The Year Award and the Iconic Achiever Award from WBR. In 2018, I was recognized as "The Most Enterprising Brands and Leaders of Asia (Speech Language Pathologist and Audiologist)" by WBR Corp. Additionally, I earned the Icon of The Year Award and Leading Voice Therapy Clinic of the Year Award from Brands Academy in 2017. Furthermore, in 2016, I received the National Healthcare Excellence Award for the best voice therapy clinic in India from Praxis Media, and in 2015, the Global Healthcare Excellence Award for the same category from Prime Time Research Media. Additionally, I secured the 2nd rank nationwide in the Undergraduate Program in my field through the AIIMS Entrance Examination in 2001. ■



Breaking Ground: Ankur Periwal Explores KPT's Rise in PPR Pipes Manufacturing



Ankur Periwal, MD, KPT Piping System

Could you kindly share insights into your background, encompassing your upbringing, educational journey, familial roots, and leisure pursuits?

I am Ankur Periwal, serving as the Managing Director of KPT Piping System. My formative years unfolded amidst the vibrant backdrop of Punjab, immersed in a family legacy entwined with the enterprises of cotton trading, cotton ginning, and edible oils. Embarking on my educational odyssey from Punjab to Chennai, I earned my degree from Panjab University Chandigarh. The ethos of my family's business background instilled within me a robust work ethic and a fervent entrepreneurial spirit.

Beyond the professional sphere, I have nurtured a profound interest in fostering a sustainable environment to combat the perils of plastic waste. This passion has guided me into the construction industry, where I actively contribute to the realization of eco-friendly initiatives.

Could you kindly provide us with some insight into your company?

A: KPT Piping System, based in Delhi with manufacturing in Dehradun, is a leading Indian manufacturer of PPR pipes and fittings. Our Pan India Sales Network caters to building, retail, and industrial piping. Specializing in chemical-free PPR pipes (16mm to 400mm) from Hysoung Chemicals, we prioritize environmental sustainability. Operating at 500 MT/month, our strategic expansion aims for 1250 MT/month by June 2024, solidifying KPT as India's largest PPR pipes manufacturer.

How did you discern the market opportunity and navigate your path into the relevant professional domain?

The inspiration to enter the construction industry, focusing on eco-friendly solutions, stemmed from my post-graduation visits to Europe, the Middle East, and South Asia. Observing the widespread use of PPR pipes, especially in Germany, motivated the founding of KPT Piping System in India. Despite initial challenges in educating the market about the benefits of PPR pipes, we overcame obstacles by diversifying into various industrial applications, including chiller plants, cooling towers, water distribution networks, chemical transportation systems, and fire-fighting installations.

What risks did you navigate in the establishment and operation of your organization? Additionally, what challenges did you encounter throughout your professional journey?

Establishing KPT presented challenges such as promoting PPR pipes in the Indian market, overcoming resistance to new piping methods, and addressing the need for skilled labor. Mitigating these hurdles required significant investments in plumber training, diversifying applications, and distinguishing our products. Despite these challenges, KPT has emerged as the leading industrial PPR pipes manufacturer in India.

What distinguishes your company or organization from others in the industry?

KPT Piping System, India's exclusive PPR pipe manufacturer, covers a diameter range of 16mm to 400mm, distinguishing itself through the production of chemical-free pipes, validated by NSF certification. Strategic raw material sourcing from Hysoung Chemicals, the global PPR resin leader, further enhances our market position. Looking forward, the introduction of 630mm PPR pipes in 2025 will reinforce our industry leadership.

Who is your source of inspiration and idol? Share the profound lessons learned and how you've applied these insights in your personal and professional development.

My grandfather is a perpetual source of inspiration, emphasizing the importance of delivering high-quality products that contribute to the community's well-being. At KPT, I've incorporated his ethical principles, focusing on superior quality and environmental sustainability. His dedication to service has played a pivotal role in shaping KPT's core values and achievements.

Can you briefly highlight your key strengths and showcase their application in your professional endeavors?

KPT's success stems from our skilled team, cultivated under my guidance. Leveraging their expertise, dedication, and commitment, we've overcome challenges, diversified applications, and become PPR pipes industry leaders. Aligned with my grandfather's commitment to superior products and services, we prioritize environmental sustainability, stringent quality assurance, and continuous innovation. Embracing challenges as stepping stones has propelled KPT to unparalleled heights. ■



AWARDS & ACCOLADES

In 2023, KPT Piping System was honored with the distinguished Most Prominent Business Leader Award by the House of Commons at the London Parliament. This accolade serves as a testament to our unwavering dedication to excellence, our commitment to environmental sustainability, and our distinguished leadership within the PPR pipes industry.

Ridhish Patel CEO: ArMee Infotech Pvt. Ltd.

A CUSTOMER-CENTRIC NOT SALES-DRIVEN VISION

The significant evolution of India's digital landscape has sparked a plethora of innovative and agile market contributions from key players

India's ambitious digital agenda has garnered attention for its focus on three crucial pillars: robust digital infrastructure, accessible government services, and an empowered citizenry. This three-pronged approach has unleashed a wave of challenges and opportunities within India's digital landscape, captivating ambitious players across various industries.

One such player leading the charge in India's

digital transformation is ArMee Infotech Pvt. Ltd. This innovative company has consistently delivered impactful IT solutions, positioning itself as a frontrunner in the country's digital revolution. By capitalizing on the unique demands of this burgeoning sector, ArMee has crafted IT infrastructure services that are not only essential for societal progress but also crucial for customer success. Setting itself apart, ArMee distinguishes its offerings with nationwide

comprehensive IT solutions, underpinned by a steadfast commitment to quality, innovation, and client satisfaction. Ridhish Patel, the CEO, emphasizes, "Our unique selling proposition lies in our ability to deliver customized products and services that adapt to the evolving needs of our clients, ensuring their success in India's dynamic IT landscape." ArMee Infotech's story underscores the pivotal role played by visionary companies in driving India's digital narrative forward, shaping a future where technology empowers individuals and transforms societies.

Relishing New Engagements

Delving deeper into the firm's engagement with India's dynamic digital landscape, Patel elaborates, "In an environment where enterprises grapple with significant digital disruption and IT investments, ArMee Infotech leverages its IT capabilities to invigorate digital enterprises and facilitate an evolved IT transformation. Today's clients expect cutting-edge technology and exceptional service from their partners to maintain a competitive edge. Our demonstrated capabilities have positioned us as their preferred partners, excelling across critical performance metrics such as efficiency, quality, reliability, and security. We cater to both legacy and emerging environments."

The firm's contributions extend to spearheading major projects for the Education Department to enhance digital learning and assisting Government Public Sector

Our unique selling proposition is rooted in our capacity to offer customized products and services that resonate with the changing demands of our clientele, guaranteeing their triumph within the dynamic IT terrain across the nation



Undertakings (PSUs) in bolstering their digital capabilities. Serving a diverse client base in government and corporate sectors, ArMee Infotech offers a range of services including IT Consulting, Systems Integration, Smart Audio-Visual System Integration, Managed Services, BPO, IT applications, and Cloud services. Leveraging its deep technology expertise and industry insights, ArMee focuses on enterprise-wide IT applications, AVSI, and digitization services to drive progress and enable clients to future-proof their organizations.

A key sector in need of innovative digital solutions is the government and PSUs. ArMee has strategically directed its efforts towards meeting their multifaceted requirements. Patel explains, "We play advisory and delivery roles, offering strategic technology planning, custom development, digitization, integration, and service delivery." Highlighting their impactful projects, Patel notes, "Our engagements with government bodies and PSUs have been instrumental in catalyzing digital transformation. Noteworthy projects include managing substantial orders for various government departments in Gujarat and executing initiatives for the Bihar Education Department and Gujarat SSA and Gyankunj."

Infrastructure stands as a critical concern in fostering productivity and efficiency, and ArMee is dedicated to providing support and services in the digital space. Patel reveals, "ArMee actively contributes to infrastructure development by delivering robust IT solutions. Our services leverage advanced technologies to enhance productivity and efficiency, ensuring that our clients are equipped with the digital infrastructure necessary to overcome today's challenges."

Skilling India

Another area garnering increased attention from both the government and private sector is the pivotal role of skill development in any endeavor. Knowledge and skills stand as the twin engines propelling economic growth and societal progress. With India boasting one of the youngest populations globally, with a median age of 28, it's imperative to harness this demographic dividend by equipping the workforce with employable skills.

Numerous efforts are underway across various platforms to bolster skill development initiatives, providing the necessary strength to support organizations. Offering his insights

on this critical aspect of fostering economic and personal growth, Patel highlights how ArMee places significant emphasis on skill development programs, managed through a dedicated vertical. "By investing in these initiatives and keeping abreast of emerging technologies, we strive to empower individuals through initiatives like the Deen Dayal Upadhyaya Grameen Kaushalya Yojana under the Ministry of Rural Development, Kaushalya Vardhan Kendra under various Skill Development Missions, and Skill Development and Entrepreneurship Development programs under the Ministry of Electronics & Information Technology and the Ministry of Social Justice & Empowerment," he elaborates.

Team ArMee

Considering ArMee's burgeoning success across its diversified customer base, Patel underscores the significance of the distinct skills, dedication, and innovation embodied by its seasoned management team. With decades of collective expertise in the IT industry, this team plays a pivotal role in driving the company's accomplishments. "The most gratifying aspect of leading ArMee is witnessing its transformative journey. The resilience of our team, combined with our steadfast commitment to excellence, has established ArMee as a trusted ally in the IT sector. Seeing the company's growth and its positive impact on clients brings tremendous satisfaction," he reflects.

Customer First Work Ethic

The ethos driving the firm revolves around a dedication to meeting clients' unique requirements and consistently offering innovative solutions that align with their business objectives, rather than merely focusing on product sales. Highlighting the company's emphasis on cultivating enduring relationships, Patel attributes this to ArMee's commitment to positioning its clients for long-term success.

In essence, he explains, "We approach this with meticulous care, ensuring not only cost benefits but also recommending and implementing the most pertinent technology that is adaptable, interoperable, and intelligent, thereby aiding our clients in meeting the demands of their customers." Discussing the key takeaways that have reshaped their client-centric approach, he emphasizes adaptability,

agility, and exceeding service expectations as pivotal factors.

Leveraging a growing digital movement

In today's landscape, India stands as one of the largest and fastest-growing digital consumer markets worldwide. With over 500 million internet users, the rapid adoption of digital technologies showcases how Indian consumers have embraced the era of digital globalization.

The significant progress of India's IT industry has played a pivotal role in propelling the nation's growth trajectory forward. Its profound impact has not only bolstered economic prosperity but also contributed to advancements in governance. The burgeoning momentum of India's digital movement has industry experts foreseeing a digital economy reaching \$1 trillion by 2025.

A report released in 2021 by industry body NASSCOM and global consulting firm McKinsey sheds light on the potential of domestic tech services to accelerate growth by 2-4% over the next five years. This projection comes as industries worldwide increasingly embrace digitalization to expedite recovery from disruptions induced by the COVID-19 pandemic.

The convergence of these factors underscores the transformative power of digital technologies in reshaping India's economic landscape. As the nation continues its digital evolution, the opportunities for innovation, growth, and societal progress remain boundless.

Climb Every Mountain

India's progressive journey in the digital realm has become a driving force behind heightened innovation and entrepreneurship, leading to transformative and enriching outcomes. This momentum has propelled industry leaders like ArMee Infotech to new heights in their quest for excellence. With a remarkable market position as a customer-centric solution provider, ArMee Infotech prioritizes technical excellence and reliability over sales push, distinguishing itself in the competitive landscape.

ArMee Infotech remains steadfast in its commitment to advancing business process efficiency, thereby fostering growth and success for its clients. By championing a culture of innovation and prioritizing client needs, the company continues to pave the way for a brighter digital future in India. ■

Bringing the **Social Change**

Gujarat-based entrepreneur Abdulrazaq HabibKhan Pathan is a social activist and humanitarian, who is always ready to help the poor and uplift the downtrodden.

Abdulrazaq HabibKhan Pathan is a prominent social worker and businessman who has made providing affordable homes, food, and education the mission of his life. To achieve this goal, Abdulrazaq Pathan has carried out extensive social work for the upliftment of children and women in socioeconomically weak and backward parts of India. It is these qualities of Abdulrazaq Pathan that sets him apart from many other business leaders not only in the country but also in the world.

He is known as the Entrepreneur Traveler who loves to travel and enjoys his business tours. He established his own business in the infrastructure industry under the name of his beloved daughter, (HAYA) Haya Infrastructure Pvt. Ltd. In addition to the establishment of a successful business, he engages in charitable activities and contributes to society. Being a humanitarian helped him gain name recognition on all platforms, along with a shower of blessings from the unprivileged people.

Steady Plan

Pathan Abdulrazaq HabibKhan Completed his Education from Jamia Uloom ul Quran University and later earned a Doctorate in Philosophy. After being settled in his career, he made another beautiful decision in his life and married Zuha Khan on March 5, 2016. Now, they are blessed with two healthy and blissful children, Haya and Suleman. For his entrepreneurial efforts and charitable activities, he received various honours, including the Rajiv Gandhi Global Excellence Award in 2022 and the Global Entrepreneur Award.

Pathan Has Appointed By Supreme Council For Arab-African Economy As A Executive Director With The Rank Of Minister In The State Of India. His Excellency Sheikh Hani Abu Zaid Is

President Of Supreme Council For Arab African Economy He Says "The idea of the Supreme Council of the Arab-African economy originated in 2018, and we started implementing it in 2019. The idea of the council aims at economic reunification between the Arab and African countries, there are many projects and investment opportunities that exist within the African and Arab countries that will strengthen and integrate between the Arab and African countries".

Working with a strong and positive outlook, Pathan embraces the never say no thought process for everything he does.

We believe that every business deserves a fair shot at success, regardless of their size or location. That's why we're bringing a revolutionary shift to the world of business and entrepreneurship. Join us on this exciting journey and let's empower your business to reach new heights!

Opportunity for Growth

Pathan has always snatched the right opportunities to carry on with his social work and to help promote well-being of people. His name appears on the list of the "Top Inspiring Leaders of 2022," which was compiled under the direction of Global Brand Research and Heylin Spark. He became a multi-award winner and peace ambassador for the World Human Rights Council of the United Nations in 2022 because of his generosity, inner zeal for communal welfare, and dedication to promoting peace as well as unity.

Ex-home minister, GOI, Dr. Shakeel Ahmed, honored Abdulrazaq HabibKhan Pathan with the Rajiv Gandhi Global Excellence Award for Young Achievers on May 21, 2022. At the 14th APJ Abdul Kalam Awards 2022 organized in the Governor House, Maharashtra Governor Shri Bhagat Singh Koshiyari presented



Dr. Abdulrazaq Habibkhan Pathan
Executive Director, HAYA Infrastructure Pvt. Ltd.

“ We believe that every business deserves a fair shot at success, regardless of their size or location. That's why we're bringing a revolutionary shift to the world of business and entrepreneurship. Join us on this exciting journey and let's empower your business to reach new heights!

Abdulrazaq Habib Khan Pathan another prestigious accolade, the Global Entrepreneur award for his business endeavors and achievements. In addition, he received a certificate of appreciation from the Delhi Municipal Corporation on behalf of the Delhi government for his work as an activist for ground zero education.

Abdulrazaq's motto is to fight child hunger, encourage women's empowerment, and assist in the education of children from poor families. This procedure and the identification of slums have been simplified with the help of modern technology. He thinks help for food, equality, education, and development isn't going to those who need it most. Therefore, he searches for impoverished communities and individuals and does his best to provide their most fundamental needs. Especially during the pandemic, when the situation was out of control and people were starving on the side of the road, he gave them food, shelter, and other resources for survival.

Keeping with the Trends

While on the one hand he is always fighting for a cause and working towards it with his efforts, on the other hand he also believes in staying up with the trends and in doing so, he is always looking for ways to bring to the market new tools. Market.ai is one such tool that is a next-generation market research tool that lets you analyze the market from every single dimension. Powered by Generative AI, NLP, Machine Learning & Reinforcement learning, it relentlessly scans the internet and monitors every single business entry, market & industrial movement, enabling you to produce real-time insights, projections,



Pathan Abdulrazaq Habibkhan CMD of Haya Infrastructure Pvt. Ltd. with Indian Minister of Supreme Council for Arab African Economy

Our motto is to fight child hunger, encourage women's empowerment, and assist in the education of children from poor families. This procedure and the identification of slums have been simplified with the help of modern technology.

figurative trends, and decision-making assistance.

On the other hand, Alpha BI is a Business Management + Business Intelligence system that uses Artificial Intelligence at its core to make companies smarter than ever before. With centralized control over every touchpoint

of your business, including your mobile app, website, social handles, digital marketing, and more, Alpha BI takes your most essential business operations to the cloud in just a few seconds. Further, with his other business Filar. he gives every business a fair shot at success, regardless of their size or location. That's why they are bringing a revolutionary shift to the world of business and entrepreneurship through this company. He requests the whole business fraternity to join him in his endeavour and support one another in their growth journey.

As for his charitable efforts, he provides charity in the form of food, clothing, and healthcare while helping underprivileged people, minorities (in socially backward areas), and women become financially independent. Free health checkups, financial assistance for the treatment of major health problems, and awareness about the value of education are all offered. ■



AWARDS & ACCOLADES

- ◆ He has been conferred with the RAJIV GANDHI GLOBAL FOUNDATION AWARD, DR.APJ ABDUL KALAM AWARD. Presently, he is also vice president in WORLD HUMAN RIGHTS PROTECTION ASSOCIATION.

Navigating Innovation and Excellence: The BOSS LOCKS Success Story



Embarking on a journey from humble beginnings, BIRJU KANANI, the force behind BOSS LOCKS, shares insights into his childhood, educational background, and the transition to leading a renowned hardware manufacturing brand.

Can you share a glimpse of your early life and educational journey?

Growing up in a humble background, my childhood was marked by simplicity and exploration. Playing with friends and attending a local public school laid the foundation for my curious spirit. Later, pursuing electrical engineering in college became a stepping stone, and after completing my degree, I delved into dye-making for six months. Despite financial constraints in our small family, my father's astute business acumen became my beacon of inspiration.

What ignited the inception of BOSS LOCKS, and how did you become part of this entrepreneurial venture?

The BOSS LOCKS saga commenced in 2016 when ATUL KANANI and PREET VACHHANI envisioned creating India's premier hardware manufacturing brand. A pivotal moment came in 2019 when armed with my freshly acquired degree, I joined the ranks of BOSS LOCKS. The goal was audacious—transforming lock production dynamics through continuous innovation.

Recognizing market opportunities is crucial. How did you identify the need for innovative door locks and architectural hardware, and what steps did you take to meet this demand?

The journey into the door locks and architectural hardware industry began during my academic pursuits. My father, seeking a technically challenging job, conducted extensive research, leading to the establishment of BOSS LOCKS in 2018. We started experimenting to maximize lock production with existing resources, nearly doubling our capacity within a year. Transitioning from dissecting locks to crafting



Mr Birju Kanani

our brand, we met the demand for products seamlessly blending functionality with design.

Establishing and running a manufacturing company is fraught with challenges. What risks did you face, and how did you turn them into stepping stones for growth?

Navigating initial investments in research and development, entering a competitive market, and managing the intricacies of the supply chain were complex challenges in the architectural hardware sector. Adapting to evolving trends, ensuring quality, and elevating performance presented ongoing challenges. However, we reframed these hurdles as growth opportunities, fueled by the satisfaction of crafting exceptional products and positive customer responses. This mindset became a driving force propelling us forward.

What sets BOSS LOCKS apart in the architectural hardware industry?

BOSS LOCKS thrives on a multi-faceted approach setting us apart in the industry. Design excellence, cutting-edge innovation, and unwavering quality are the pillars of our success. Our product range, spanning from Padlocks to Night Latches, reflects our dedication to blending security with aesthetic appeal. We prioritize customer customization, sustainability, and exceptional service, reinforcing our commitment to excellence.

Who has been your guiding inspiration, and how have their teachings influenced BOSS LOCKS' journey?

My father, Mr. Atulbhai Kanani, stands as a beacon of inspiration. His innovative mindset, resilience, and audacious vision have left an indelible mark. Lessons drawn from setbacks became stepping stones for improvement, fostering a culture of innovation within BOSS LOCKS. Encouraging the team to think beyond conventions and embrace unconventional solutions has been a testament to his boldness and commitment to solving challenges.

Your strengths, particularly effective communication, play a pivotal role in your professional life. How have you harnessed this strength to guide your team and drive success?

Effective communication is central to my professional journey, bridging gaps between technical and non-technical teams, facilitating client interactions, and fostering a positive work environment. This strength extends to team management, enabling mentorship for junior members and playing a key role in successful project outcomes.

What life lessons serve as the compass for BOSS LOCKS' journey towards greater heights?

At BOSS LOCKS, we thrive on continuous innovation, quality commitment, and customer-centric values. Challenges are stepping stones, fostering resilience and teamwork. Sustainability and ethical practices align us with client values, fueling our culture of improvement. Ingrained in our company philosophy, these principles guide and empower us to seize growth opportunities.

Can you share any awards or accolades, both personal and for BOSS LOCKS?

Personally, I haven't received any awards. However, through tireless efforts, BOSS LOCKS has gained recognition in society, among families, customers, and nationwide. The brand has etched its identity, becoming a trusted name in India's architectural hardware landscape. ■

Dr. Menta S. Venkatesh: **Leading the Way in Education, Entrepreneurship, and Philanthropy**

Dr. Menta S. Venkatesh, a distinguished figure in education, entrepreneurship, and philanthropy, embodies a legacy of service and innovation. From empowering individuals with disabilities to pioneering educational initiatives and establishing renowned institutions, his impact resonates globally.

Dr. Menta S. Venkatesh, born in 1949 in Bangarpet, Kolar District, Karnataka, to M V Satyanarayana & M S Indiravathamma, is a distinguished figure renowned for his multifaceted roles as an educationist, entrepreneur, philanthropist, and social activist. Graduating with a specialization in spinning from S.K.S.J. Technological Institute, Bangalore, in 1969, he fortified his academic foundation with a Certificate in Mass Communication and a Post Graduate Diploma in Management. Driven by the philosophy of realizing life's purpose through societal service, Dr. Venkatesh advocates for creating opportunities and communities that foster access, acquisition, and achievement, epitomizing a life dedicated to uplifting others.

A Legacy of Service and Innovation

Throughout his distinguished career, Dr. Menta S. Venkatesh has been a driving force for societal welfare and educational advancement. Serving as Chairman of the Bangalore Speech & Hearing Trust and Director at the Dr. S.R. Chandrasekhara Institute of Speech & Hearing & Sunaad School for Hearing Impaired from July 2007 to September 2020, he championed initiatives empowering individuals with disabilities. His entrepreneurial ventures, including Educational Supplies (1979), Book Paradise (1994), and Menta Book Distributors (1986), have enriched the community and emphasized his commitment to education and literacy. Dr. Venkatesh's dedication to societal welfare is further exemplified by his recognition as a Paul Harris Fellow of the Rotary International Foundation and his trustee roles in esteemed institutions like the Vasavi Hostel Trust and Karnataka Arya Vysya Charitable Trust, continuing to inspire global communities



Dr. Menta S. Venkatesh

through education and philanthropy.

Innovative Leadership in Education

Dr. M.S. Venkatesh's professional journey showcases his dedication to educational excellence and innovation. With 18 years at Ramkumar Mills, ascending from Supervisor to Manager, he displayed outstanding leadership. Establishing Book Paradise, Karnataka's first ISO 9001-2000 certified bookstore, demonstrated his entrepreneurial prowess and transformed the literary scene. Dr. Venkatesh's innovation extended to importing technical books, enriching resources for postgraduates and institutions. Moreover, his educational contributions include instituting awards to recognize academic achievement and fostering progress as Chairman of Vasavi Vidyanikethan Evening College.

Empowering Growth at the Dr. S.R. Chandrasekhara Institute of Speech and Hearing

Dr. Venkatesh's leadership as Director of the Dr. S.R. Chandrasekhara Institute of Speech and Hearing saw the implementation of pioneering academic programs and research centers, enhancing the institute's stature as a leader in the field. His adept networking skills facilitated significant expansion, marked by initiatives such as distributing free hearing aids and introducing innovative diagnostic and therapy services. Concurrently, he secured grants for free education at the Sunaad School

for the hearing impaired, showcasing his commitment to inclusivity and accessibility. Dr. Venkatesh's global travels underscore his dedication to fostering international collaborations and understanding, further enriching his contributions to societal welfare and educational advancement.

Celebrating Dr. M.S. Venkatesh's Impact

Dr. M.S. Venkatesh's unwavering dedication to societal welfare has earned him numerous prestigious awards, including an Honorary Doctorate for Social Service (2015) and a State Award from the Government of Karnataka (2015). His commitment to social upliftment is evident through accolades such as the Nada Prabhu Kempe Gowda Award (2013) and the B. Narayanamma Prashasti (2015). Dr. Venkatesh's exemplary community service has been further recognized with awards like the Paraspara Prashasti (2008) and the "Vasavi Siri" Award (2020). Additionally, his cultural contributions have been celebrated with the Aryabhata International Award (2013) and the Chanakya Award (2008, 2014). Professionally, he has been honored as an Elite Partner by Citi Bank (1996) and received the SME Excellence Award from the Karnataka Small & Medium Business Owners Association. His commitment to social responsibility in education has been acknowledged with the ICAI-CSR Award (2015), highlighting his significant impact on both business and philanthropy.

Inspiring Change: Dr. Venkatesh's Multifaceted Impact

Dr. M.S. Venkatesh's achievements inspire educators and institutions globally. His initiatives, like sponsoring the Women's Day Awards, promote inclusivity. As a Social Entrepreneur, he pioneers academic programs, motivating youth for social service. Through his roles as a publisher and bookstore owner, he promotes literacy and embraces technology. Dr. Venkatesh's community contributions range from sponsoring education for children with special needs to funding book distribution for the economically disadvantaged. His scholarships and charities empower youth and enhance community welfare, showcasing his dedication to societal progress. ■

Trailblazing Growth: Mr. Vikas Chadha's Visionary Journey as MD of GI outsourcing: Catalyzing Business Expansion

GI is a leading KPO for UK accounting. Over the last 3 years, you have grown the business exponentially. Tell us more about your journey from being a successful Board member in multinational corporations to leading your business so successfully.

Thank you, I appreciate the opportunity to reflect on my journey. In my previous roles, I had the privilege of contributing to the success of multinational corporations, gaining valuable insights into diverse industries, and honing my leadership skills. While these experiences were undoubtedly rewarding, I felt a compelling desire to apply my knowledge in a more hands-on and entrepreneurial setting.

Three years ago, made the decision to join this GI outsourcing, recognizing its potential to become a leader in KPO for UK accounting. We invested in our people, fostering a culture of innovation, collaboration, and continuous learning. Today I can proudly say we have an extremely diverse workforce with the best in industry standards people policies and processes and a great work culture.

Additionally, have made strategic investments in technology enhancing our capabilities and staying ahead of industry trends. Building strong relationships with our clients, understanding their unique challenges, and tailoring our solutions accordingly has not only fostered loyalty but also resulted in numerous referrals and repeat business.

You have had great success in building your business; what do you think are the qualities that differentiate yourself and a piece of advice you may have for budding entrepreneurs?

I attribute this success to several key qualities that have played a pivotal role. Firstly, adaptability, as in the dynamic landscape, being able to adapt to changing market conditions, technological advancements, and evolving client needs is essential. Another crucial quality is a relentless commitment to quality. Building and leading a talented team has been instrumental to success.



VIKAS CHADHA Managing Director GI outsourcing

For budding entrepreneurs, I would emphasize the importance of resilience. The entrepreneurial journey is filled with challenges and setbacks. Being resilient in the face of adversity and staying passionate about your vision when faced with obstacles. Genuine passion will drive you to overcome challenges and keep pushing toward your goals.

Apart from your business success, you have been closely involved in giving back to the community. You have also an Amazon bestseller book 'Secret of Success and a Happy Heart' in your name. Do share something about those facets of your work?

Thank you for acknowledging the various facets of my work beyond business success. It has always been my belief that success is not solely measured by professional achievements but also by the positive impact one can make on society. We work closely with old age homes, and with street kids through various NGOs, driven by a commitment to provide them with opportunities for a brighter future.

On a more personal note, writing 'Secret of Success and a Happy Heart' was a labor of love. The book delves into the principles that have guided me on my journey, both

in business and in life. It explores themes of resilience, gratitude, and the pursuit of genuine happiness. It topped Amazon's best-seller charts during the pandemic was a pleasant surprise for me. My hope is that the book serves as a source of inspiration and motivation for individuals facing their own challenges and seeking a path to success

What's the future plan for your business at GI outsourcing, what can we see GI outsourcing achieving over the next few years?

Our vision involves strategic expansion into new geographies and a comprehensive enhancement of our service portfolio. We are entering into key markets, including the USA, Canada, Australia, and UAE. Simultaneously, we are committed to enhancing our service portfolio. Beyond our core strengths in UK accounting, we aim to diversify our offerings to meet the evolving needs of our clients. This may include the introduction of specialized services including controllership and CFO support, leveraging advanced technologies like cloud computing, and staying at the forefront of industry trends.

We look forward to achieving new milestones and creating lasting value for our clients and stakeholders.■

Unnath Reddy: Managing Director, Fracspace Pvt Ltd

A VISION OF SUSTAINABLE GROWTH THROUGH INNOVATIVE SOLUTIONS

With its unique outlook on property ownership the firm is revolutionizing the way people invest and own real estate

Shaping the fortunes of a realty firm in an everchanging market scenario is both exciting and a challenge. As a leading fractional investment and ownership real estate company Fracspace has broken the mould by its innovative take on the real estate investment arena and creating a viable route for people to realise their dreams of owning a property.

A dynamic player in the real estate industry, Fracspace Private Limited has been driven by the zeal and farsighted policies of entrepreneur Unnath Reddy who has helmed its trajectory as Managing Director and Visionary-in Chief. Fracspace, as a budding start-up set off to enable a unique investment experience through the route of Fractional Investment and ownership in private and domestic real estate.

Founding this unique enterprise was inspired by Reddy personally being witness to the challenges being faced by potential property owners. Financial constraints in a rapidly burgeoning market, timelines to complete the deal and location were some of the leading issues which hampered their dreams becoming a reality for owning a slice of realty.

Fracspace was set up as a vibrant venture that would realistically address these burning issues as well as other allied matters. It aimed to provide comprehensive services and innovative solutions in property ownership for clients engaging with the volatile landscape of the real estate sector. What sets Fracspace apart is its commitment to providing a seamless experience for clients navigating the complexities of property transactions.

Reddy was motivated to choose property ownership as the core focus due to the transformative impact it can have on individuals and businesses. Recognizing the enduring value of real estate and its potential to build long-term wealth, he saw an opportunity to make a meaningful difference in people's lives through Fracspace.

The vision Unnath Reddy has for helping clients build long-term scalable businesses revolves around providing comprehensive and forward-thinking solutions. Fracspace aims to empower clients to not only acquire

“ **Fracspace aims to empower clients to not only acquire properties but also to strategically manage and leverage them for sustained growth**

properties but also to strategically manage and leverage them for sustained growth. This vision is anchored in a belief that property ownership can be a cornerstone for building lasting and scalable businesses.

Fracspace has constantly endeavoured to be a relevant player in the real estate space with its innovative outlook and market-savvy solutions. Some of the key highlights, on this journey Reddy has embarked on include gathering up strategic



acquisitions, successful partnerships, and a commitment to delivering exceptional value. This journey reflects the company's dedication to growth and innovation in the real estate landscape.

Reddy's personal strengths have been a key driver in shaping the company's growth agenda. His strategic foresight, leadership skills, and ability to navigate complex challenges have been key contributors to its steadfast trajectory. Additionally, his commitment to integrity and customer-centric values has fostered trust among clients and stakeholders.

In the constantly evolving landscape of the real estate business, Reddy ensures that his team remains motivated and adaptive. Regular training sessions, open communication channels, and fostering a culture of innovation are integral to keeping the team abreast of industry trends. Embracing change and proactively addressing challenges are ingrained in Fracspace's corporate culture, ensuring the team remains agile and responsive to market dynamics. ■

Beyond the Stars: Dr. Sohini Sastri's Multifaceted Astrological Odyssey



Champion of Change Award:

This award, presented by various esteemed dignitaries like Vice President Shri Venkaiah Naidu and former President Shri Ram Nath Kovind, recognizes individuals who have made significant contributions to their fields and have brought positive social change.

A Holistic Astrological Vision

Dr. Sohini Sastri, renowned for her insightful predictions and holistic guidance, has transformed the astrological landscape of Kolkata, India. Armed with a Bachelor's, Master's, and a prestigious Doctorate in Astrology, she possesses the theoretical expertise to decipher complex planetary influences. However, her journey extends beyond traditional academia, evident in her pursuit of diplomas in Public Administration and Rabindra Sangeet. This diverse educational background reflects her multifaceted interests and a relentless thirst for knowledge. By blending academic rigor with intellectual curiosity, Dr. Sastri approaches astrology from a unique perspective, integrating various disciplines to offer a comprehensive understanding of individuals within the cosmic framework.

Academic Credentials and Diverse Knowledge

Dr. Sastri's journey in astrology is not solely based on intuition. She holds a strong academic foundation with a Bachelor's and Master's degree, along with a Doctorate in Astrology from a reputed institution. Additionally, she has pursued diplomas in Public Administration, Rabindra Sangeet, and possesses a keen interest in photography and horse riding. This diverse knowledge

Dr. Sohini Sastri, a celebrated astrologer, combines academic knowledge with diverse expertise to offer holistic guidance, earning prestigious awards and trust for her empathetic advice.

base allows her to approach astrology from a multifaceted perspective, integrating various disciplines for a more holistic understanding.

Expertise Beyond Traditional Astrology

While adept in traditional astrology, Dr. Sastri's proficiency extends beyond the typical realm. She is a master of the Krishnamurti Paddhati system, known for its precision. Additionally, she excels in palmistry, Vastu Shastra (the study of spatial arrangements), numerology, color therapy, and even gemology. This comprehensive knowledge equips her to address various concerns, from career and relationships to health and personal growth.

Accolades and Recognition

Dr. Sastri's dedication and exceptional skills have garnered her numerous awards and recognition. She has been felicitated by esteemed personalities like the Vice President of India and the Governor of West Bengal. Furthermore, she has been conferred with prestigious awards, including:

- ◆ **Champion of Change Award (2018, 2019, 2020, 2022):** This award, presented by various esteemed dignitaries like Vice President Shri Venkaiah Naidu and former President Shri Ram Nath Kovind, recognizes individuals who have made significant contributions to their fields and have brought positive social change.
- ◆ **Pride of Nation Award (2019, 2022):** Awarded by esteemed figures like Defense Minister Shri Rajnath Singh and Minister for Road Transport & Highways Shri Nitin Gadkari, this award acknowledges Dr. Sastri's exceptional contributions to the field of astrology and her dedication to upholding its integrity.
- ◆ **Indian Achievers Award (2020, 2023):** Bestowed by prominent figures like Union HRD Minister Dr. Ramesh Pokhriyal and Minister of Sports, Youth Affairs, and Information and Broadcasting Shri Anurag Thakur, this award recognizes Dr. Sastri's individual achievements and her inspiration to others.

Beyond Predictions: A Guiding Light

Dr. Sastri's approach goes beyond mere predictions. Renowned for her empathy and patience, she provides invaluable guidance and solutions to those seeking her counsel. Her genuine care and cheerful demeanor create a welcoming environment, making her a comforting and approachable resource. With a passion for aiding others, Dr. Sastri offers personalized support, whether navigating life's challenges, seeking clarity in personal matters, or charting a specific path. Each interaction is met with a listening ear and insightful solutions tailored to individual circumstances, reflecting her commitment to fostering growth and well-being.

A Well-Rounded Individual and Trusted Guide

Dr. Sastri's expertise transcends the realm of astrology. She actively shares her knowledge through publications and media appearances, contributing articles to leading magazines and gracing national television channels. She actively seeks to educate and empower individuals through her diverse knowledge and experiences.

Dr. Sohini Sastri's unique blend of academic qualifications, diverse knowledge, and genuine empathy make her a well-respected and sought-after astrologer. Whether seeking guidance on personal or professional matters, Dr. Sastri's multifaceted approach offers a holistic perspective and potential solutions for navigating life's complexities.



Radiating Brilliance: Aakanksha Kaur's Educational Odyssey



Aakanksha Kaur

Embark on Aakanksha Kaur's visionary journey, illuminating young minds in her forays in education. Discover her legacy of impact, innovation, and empowerment shaping the educational landscape.

Visionary Journey: Illuminating Little Bright Stars

Meet Aakanksha Kaur, a visionary woman educator championing holistic education. Rooted in a profound dedication to nurturing young minds, her journey highlights the indispensable role of women leaders in education. From pivotal moments shaping her path to establishing Little Bright Stars Playschool in 2018, witness how leaders like Aakanksha are instrumental in driving transformative change in the educational landscape of Kolkata.

An Odyssey of Influence and Ingenuity

Aakanksha Kaur's journey embodies a legacy of profound impact and innovative strides, grounded in a belief in education's transformative power. This dedication led to the establishment of three exemplary schools within the JIS Group, testament to her commitment to shaping holistic educational environments. Ms. Kaur's leadership emphasizes instilling values and a love for learning in every student, transcending traditional paradigms to

cultivate environments fostering creativity, critical thinking, and social awareness.

A Trifecta of Educational Excellence: JIS Group's Outstanding Schools

Under the visionary leadership of Ms. Kaur, the JIS Group has become synonymous with educational excellence, boasting three exceptional institutions—Little Bright Stars Playschool, Central Model School (CMS), and Narula Public School (NPS). Each school reflects Ms. Kaur's comprehensive vision for education, offering innovative curricula and nurturing environments. Little Bright Stars lays a strong foundation for early learners, while CMS has witnessed significant infrastructure improvements under her guidance. Similarly, NPS has undergone a transformation to provide broader platforms for student expression and representation. Ms. Kaur's commitment to personalized attention and creative engagement in preschool education underscores her mission to create an environment where every child can radiate brilliance like a star.

Nurturing Tomorrow's Leaders: The Vision of Little Bright Stars Playschool

Little Bright Stars Playschool, founded by Aakanksha Kaur, embodies a visionary concept: to create an educational environment transcending conventional boundaries. This nurturing space fosters holistic development, catering to emotional, social, and creative growth alongside academic prowess. At its essence, Little Bright Stars isn't just a school; it's a sanctuary celebrating each child's uniqueness while cultivating their full potential. Aakanksha Kaur envisioned a place instilling not just knowledge, but a lifelong love for learning and boundless curiosity.

Recognition of Excellence

Aakanksha Kaur's profound influence in education is evident through a myriad of prestigious accolades. Little Bright Stars Preschool, under her guidance, has been honored with titles such as the "Gurukul Award for Best Upcoming Play School 2018-19" and the "Gurukul Award for Best Preschool 2021-22." Ms. Kaur herself received the esteemed "Sardarni Satnam Kaur Memorial Award" from the Narula Institute of Technology for her remarkable contribution to nurturing young minds.

Beyond local acclaim, her achievements have garnered attention from industry leaders and renowned publications. Noteworthy features in Business Connect Magazine 2023 and Silicon India Magazine's "10 Most Promising Preschools in Kolkata 2023" highlight her pioneering role in education. Moreover, her recognition as an influential speaker at the "CII 3rd Leadership Conclave" further solidifies her status as a thought leader in the field. These accolades serve as affirmations of Aakanksha Kaur's transformative journey in education, showcasing her unwavering commitment to excellence and innovative practices. Her impact transcends mere acknowledgment, setting new benchmarks and inspiring future generations of learners.

Community Empowerment Beyond Classrooms

Ms. Kaur's vision extends far beyond traditional educational boundaries, aiming to create a ripple effect of positive change within the community. Collaborating with esteemed organizations like Art Room Kolkata and Blue Organics underscores her commitment to holistic growth. As a mentor to Central Model School, Ms. Kaur spearheads initiatives to enhance infrastructure and introduce diverse educational clubs, envisioning a brighter future for students. Her dedication extends to fostering an empathetic atmosphere, nurturing children into compassionate individuals who actively contribute to society. The impact of Ms. Kaur's endeavors transcends the school walls, reaching out to families, the local community, and beyond. ■





Shaping Tomorrow: A Conversation with Bhargav Chauhan from Shiv Construction

Explore the journey of Bhargav Chauhan from Shiv Construction, blending passion with innovation in infrastructure. Unveil the essence of excellence, sustainability, and unwavering commitment driving their success.

Can you share a glimpse into your background and interests?

Absolutely, I appreciate the chance to introduce myself. I'm Bhargav Chauhan, hailing from Jamnagar, Gujarat. I earned my Engineering degree from OPGS University Churu in 2016, with a specialization in Civil Engineering. Speaking of strengths, I'm known for my diligence and hard work, though my Achilles' heel is perhaps my tendency to trust too easily. My family consists of three, including my retired father, who served in the government, and my mother, a dedicated homemaker. When I'm not immersed in work or family time, you'll often find me indulging in my passions: exploring new music and venturing into uncharted territories.

What sets Shiv Infrastructure apart from other companies in the industry?

Shiv Infrastructure stands out as a premier provider in construction, mechanical, and horticultural solutions. Our commitment to unwavering standards of performance has garnered the trust and confidence of our clients. Beyond simply completing projects, we prioritize innovation, sustainability, and customer satisfaction. From groundbreaking infrastructure projects to intricate horticultural designs, Shiv Infrastructure delivers excellence at every turn, shaping environments that inspire and endure.

How did you recognize the potential in the market and what led you to pursue your profession?

As a civil contractor in India, I see abundant opportunities in the evolving landscape of infrastructure development. With a focus on sustainability, there's growing demand for environmentally friendly structures and renewable energy projects. As urbanization progresses, the need for residential and commercial constructions is rising, amplifying opportunities in the field.



Bhargav Chauhan

What makes your company stand out from the competition?

At our company, we believe in leaving a lasting impression on our customers at every turn. Beyond just delivering a top-notch product or service, we take pride in our team's dedication to exceeding customer expectations. Whether it's going the extra mile to solve a problem or offering personalized assistance, we strive to provide an unparalleled level of service that keeps our customers coming back. Simply put, it's our relentless pursuit of excellence and customer satisfaction that truly sets us apart.

Who do you look up to as your source of inspiration and admiration? What valuable lessons have you gained from them, and how have you applied these insights in your own life?

I find inspiration in individuals who embrace discomfort and thrive in the uncharted territories of life. Whether it's the legendary climbers and athletes whose exploits I devour in books, or the trailblazing entrepreneurs and scientists who redefine the boundaries of human achievement, their fearlessness ignites a fire within me. From them, I've learned the importance of pushing beyond limits, embracing challenges, and persisting in the face of adversity.

What attributes do you believe make you stand out professionally? How have you leveraged these strengths to excel in your career?

In my career, my curiosity and love for learning have been vital. Embracing new tech and challenges keeps me ahead and adaptable. I manage time effectively, juggling tasks while maintaining quality. My strong work ethic and creativity consistently drive success. These traits fuel adaptability, efficiency, and a commitment to growth in my work.

How do you navigate the journey of elevating your company to new heights through valuable life lessons?

To drive our company forward, we focus on building a team that shares our vision and values. We seek skilled individuals committed to our mission. Yet, it's not just about talent; we prioritize fostering a culture of collaboration, resilience, and continuous learning. Embracing adaptability, integrity, and a relentless pursuit of excellence propels us toward greater achievements. ■



Thriya Silks: Crafting Tradition, Tailoring Elegance

Thriya Silks redefines tradition by seamlessly blending age-old craftsmanship with contemporary individuality. Each garment is a canvas for personal expression, meticulously crafted to reflect the wearer's unique style and celebrate cultural heritage.

Crafting Tradition with Personal Expression

Thriya Silks redefined the perception of Kanchipuram silk sarees and dhotis, transcending conventional boundaries by harmonizing age-old traditions with contemporary individuality. At the heart of Thriya Silks endeavor lies a steadfast dedication to offering a personalized journey. This commitment commences with its GI-certified products, painstakingly crafted and woven at its loom, where every intricate detail is meticulously attended to.

Seamless Customization: Weaving Elegance and Style

Thriya Silks extends a heartfelt invitation for customers to embark on a journey of self-expression, where every garment serves as a canvas for their individuality. Their extensive array of customization options empowers individuals to imbue their unique personality into every thread, crafting garments that are as distinctive as they are. Thriya Silks also customizes the gold zari upon orders. Whether it's the exquisite embellishments adorning bridal sarees or the regal motifs gracing dhotis, each creation is a collaborative masterpiece, intricately woven to narrate a tale of personal style and preference. Drawing inspiration from the vibrant hues of nature and the rich tapestry of cultural heritage, the artisans at Thriya Silks meticulously curate specific color palettes and intricate motifs, ensuring that every piece exudes a sense of unparalleled uniqueness.

Honoring Tradition, Empowering Expression

The journey of Thriya Silks is deeply rooted in tradition, symbolized by the name "Thriya,"



representing the three goddesses Lakshmi, Parvathi, and Saraswathi. With a vision to globalize Indian heritage, the platform offers authentic silk sarees, dhotis, and dupattas, meticulously crafted by skilled artisans who have inherited the artistry and techniques unique to Kanchipuram silk. From Thriya Silks website, customers can explore a curated collection of handcrafted wonders, each piece a testament to their commitment to preserving and promoting the rich cultural heritage of India.

Legacy of Opulence: The Magnificence of Kanchipuram Silk

Kanchipuram silk, renowned for its opulence and craftsmanship, finds its home at Thriya Silks. Hailing from Tamil Nadu, India, these handwoven treasures are cherished for generations, symbolizing luxury, elegance, and timeless beauty. Thriya Silks takes pride in upholding this legacy, delivering the finest quality sarees and dhotis that exude elegance and sophistication, ensuring that each piece reflects the unparalleled craftsmanship and attention to detail synonymous with Kanchipuram silk.

Crafting Masterpieces: Artisans of Excellence

Collaborating with master weavers from Kanchipuram, each creation at Thriya Silks is meticulously crafted, ensuring superior quality and durability. The in-house artisans, who possess decades of experience and expertise, infuse passion and creativity into every thread,

resulting in garments that are not just pieces of clothing but works of art that tell a story of tradition, heritage, and craftsmanship. From selecting the finest silk yarns to the weaving process and finishing touches, every aspect of production is carefully curated to ensure that each saree and dhoti meets the highest standards of quality and craftsmanship.

Empowering Stories: Celebrating Unique Moments

Thriya Silks understands that every occasion deserves a garment that narrates a unique story. Whether it's a wedding, festival, or formal event, the personalized sarees and dhotis epitomize grace and style, becoming cherished heirlooms for generations to come. The customization options available at Thriya Silks allow customers to create garments that capture the essence of their special moments, ensuring that each piece becomes a timeless symbol of love, celebration, and tradition.

Ethical Craftsmanship: Sustaining Tradition, Empowering Communities

Thriya Silks prioritizes sustainability and fair trade practices, ensuring ethical working conditions for their weavers and artisans. By supporting Thriya Silks, customers not only contribute to the preservation of an ancient craft but also empower local artisans and their communities, ensuring that the rich legacy of Kanchipuram silk continues to thrive for generations to come. ■

Ajay Khanna, Senior Vice President and Managing Director, Herbalife India

DELIVERING EXCELLENCE AND CUSTOMISED CONSUMER CARE

Rigorous testing protocols uphold the highest standards of safety and purity and a zealous commitment empowers individuals through a direct-selling model



Having positioned yourself as one of India's top direct-selling firms, please share some of the highlights of the Herbalife journey?

A 25-year journey in India has cemented Herbalife's position as the No. 1 global market. This growth is a testament to our product offerings tailored to local preferences and diverse consumer segments. Beyond products, we empower individuals through our direct-selling model. According to a World Federation of Direct Selling Associations report, India is now the 11th biggest direct selling market worldwide, with sales exceeding ₹26,852 crore in 2022. This growth is reflected in Herbalife India's consistent double-digit performance over the past three years.

Our commitment goes beyond sales figures. Our products spanning weight management, energy drinks, and sports nutrition are globally distributed through a network of distributors, offering personalized solutions and supportive community, defining our 'Distributor Difference.' We invest heavily in R&D, establishing a "Centre of Excellence" in Bengaluru, that focuses on product development and quality; technology, upgrading our online presence and platforms to support our Distributors and their customers; and our brand, with high profile partnerships such as the 2023 Tata IPL and FSSAI Eat Right initiative.

What steps have you taken to conform to the highest standards of quality in your products which you put out in the market?

With over 44 years of expertise, we're committed to delivering excellence. Our dedicated team of 300 scientists, including 50 PhDs, spearheads the development of our scientifically backed, great-tasting nutrition products. Utilizing cutting-edge technology and consumer insights across six global innovation and manufacturing facilities, we meticulously craft our offerings.

Our "Centre of Excellence" in Bengaluru,

India, spanning 155,000 sq. ft., hosts a state-of-the-art NABL-accredited lab dedicated to business and product development. We're the only company in India that uses special DNA testing to make sure our products are the best they can be. Through rigorous testing protocols, including 400,000 annual tests, we uphold the highest standards of safety and purity. Embracing a Seed-to-Feed ethos, we ensure that only the finest ingredients culminate in our products.

We're the only company in India that uses special DNA testing to make sure our products are the best they can be

Please share some aspects of the partnerships you have forged with the government to promote the importance of nutrition.

Through strategic collaboration with FSSAI's Eat Right campaign, aligned with the National Health Policy 2017, we're actively contributing to improving public health in India. Together, we have converted schools, institutions, and workplaces into "Eat Right Campuses" where over 1,000 safe, healthy, and balanced meals are served daily across state secretariats, Indian Space Research Organization campuses, police training centres, universities, colleges, and railway station canteens.

We advocate for supportive regulations that encourage innovation and affordability, making healthy options accessible to all. We have trained our distributors and associates on Food Safety Training and Certification

(FoSTaC) principles, helping to strengthen the food safety and regulatory ecosystem.

Tell us something about the important components you have in place for a seamless supply chain infrastructure

We prioritize seamless supply chain management through continuous digital upgrades and enhanced consumer interfaces, ensuring transparency and real-time product information. Our global 'Herbalife One' technology platform provides invaluable insights into customer behaviour, optimizing operations. Timely product delivery is foundational, monitored through Supply Chain Cycle Time metrics. With millions of orders processed, we prioritize lead time optimization using tools like the Perfect Order Index.

Our 'Seed-to-Feed' strategy encourages collaboration with stakeholders at every stage – from farmer to manufacturer – ensuring a sustainable supply chain. We also leverage a network of strategically located delivery points, getting products to our Distributors and their customers quickly and conveniently.

What is your personal vision on innovation driving entrepreneurship?

At Herbalife, our success stems from our inclusive business model and meritocratic ethos. Our independent associate network encourages entrepreneurship with minimal investment and the protection of our Gold Standard guarantees, which includes 12-month return of unused products. My vision is to create an environment where entrepreneurs thrive, empowering small and medium-sized businesses as economic engines. Prioritizing health, we aim to prevent health-related barriers to societal and economic progress. Recognizing this requires collective action, I advocate for collaboration among industry, government, NGOs, academia, and science to drive success. ■

PaywithRing- Powered by the Mantra of “Do well by doing good”

A concerted endeavour to navigate uncertainties with resilience and adaptability

With your extensive experience in the financial services industry how do you view the dynamic scenario that is unfolding in this space?

As a fintech entrepreneur, witnessing the evolution of RING & Kisshat has been exhilarating. Founded in 2015, Kisshat laid the groundwork for our journey in the fintech space, pioneering innovative digital lending solutions. Launched in 2022, RING disrupted the financial landscape with its digital payments app, addressing the immediate needs of aspirational millennials. With an impressive milestone of serving more than 10 million customers and disbursing loans totaling 20,000 crore in FY24, our focus remains on accessibility in the fintech space. This journey underscores our commitment to innovation and empowering consumers with smart financial solutions.

Tell us a bit about Ring and its role in empowering consumers with smart financial solutions and choices.

RING & Kisshat have addressed key challenges in the market by offering an integrated platform that seamlessly combines credit and payments. With 50 million loans facilitated, we enable users to effortlessly transfer credit amounts to their banks or make online and offline payments, addressing the immediate needs of aspirational millennials. One of RING's key roles lies in democratizing access to credit and financial services, particularly for underserved segments of society. Through its entirely digital process, backed by an RBI-registered NBFC, RING & Kisshat ensure speedy access to credit and personal loans, empowering individuals to make informed financial decisions and achieve their goals.

How does Ring help protect consumer interests against digital scams?

Our commitment to responsible lending practices is evident in initiatives like smart utilization of bureau data and seamless integration with account aggregators. By optimizing customer selection processes, we've achieved higher approval rates and reduced risk rates, ensuring the long-term financial well-being of our customers.

By cultivating a culture of collaboration and empathy, we strive to overcome obstacles while staying true to our mission of fostering financial inclusion

Ranvir Singh
Founder-CEO and Managing Director, PaywithRing



As a founding member of The Fintech Association for Consumer Empowerment (FACE), I am deeply committed to our mission of empowering consumers and fostering responsible lending practices in the digital space. Our industry association plays a pivotal role in self-regulating digital lending players and advocating for measures to educate consumers on digital scams and responsible borrowing.

What are the challenges surfacing in this arena in terms of access to credit for the vast swathe of underserved consumers and what are the solutions you have in mind to address this?

Access to credit remains a significant challenge for many underserved consumers. At RING, we're committed to addressing this challenge through innovative solutions and strategic partnerships. We leverage technology to reach underserved communities, enhance financial literacy, and provide credit options that meet their specific needs. By democratizing access to credit, we aim to empower individuals and communities

to achieve their financial goals.

What are your personal strengths that kick in when the things don't pan out as envisaged?

When faced with challenges, I draw strength from our team's collective expertise and commitment to innovation. By fostering a culture of collaboration and empathy, we strive to overcome obstacles and uncertainties with resilience and adaptability, ensuring that RING remains agile in addressing the evolving needs of our customers.

What is your vision of staying ahead of the herd and keeping a steady course on the roadmap you have created for a golden future for the company?

We're steadfast in our pursuit of staying ahead of the curve, leveraging technology and strategic collaborations to drive meaningful change. By prioritizing responsible practices and fostering lasting connections with our customers, we're charting a course towards a future where financial empowerment is accessible to all. ■



Shubhi Singh, Chef, and Co-founder,
The Cookie Dough Cake Cafe, Mumbai

Please share a brief overview of your personal background, covering your childhood, education, family, environmental influences, and personal interests.

Nurtured in the culturally rich city of Patna, Bihar, my culinary journey took root during my formative years, drawing inspiration from the diverse and flavorful traditions within my family. Having pursued academic excellence at Notre Dame Academy and Patna Women's College, I further honed my skills through specialized courses in Bakery, Catering, and Computers at South Tyneside College. Fueled by a passion for taste exploration and a commitment to crafting wholesome, nutritious treats at home, my culinary path is illuminated by a profound love for the art of cooking. Beyond the kitchen, I find joy in delving into various cuisines and cultures, a testament to my adventurous spirit.

Could you please provide a succinct profile of your company, outlining its key attributes and core values?

In Mumbai, The Cookie Dough Cake Cafe blends wholesome recipes with delightful flavors, evolving from a bakery in 2021 to a multi-outlet cafe awarded Best in Mumbai by the Food Critics Association in 2022. Our handcrafted menu features guilt-free indulgence, appealing to busy professionals, parents, and those seeking simplicity without compromising flavor. From savory fusions to cheesy casseroles, our diverse recipes reflect efficient cooking by our dedicated team.

How did you recognize the market opportunity and find your way into the specific professional domain?

Fueled by a deep passion for food, my culinary journey began as an enthusiast exploring various cuisines.

Shubhi Singh and The Cookie Dough Cake Cafe: Weaving Success in Mumbai's Culinary Landscape

Delving into the art of creating diverse dishes, I transitioned into the world of culinary craftsmanship. As a Sous Chef in London, I gained invaluable insights into fusion and Indo-Western cuisine. Recognizing the potential for innovation with a health focus, I seized the chance to create The Cookie Dough Cake Cafe in Mumbai—my proudest accomplishment.

What risks did you navigate in establishing and managing your organization? What challenges did you encounter throughout your professional journey?

The food and restaurant industry, known for its fierce competition, rightly caters to the discerning demands of customers. My initial hurdle was maneuvering through this intense competition. Additionally, as is customary for startups, budgetary constraints posed a considerable challenge. The situation intensified during the COVID years, presenting unforeseen obstacles. Nonetheless, our commitment to excellence remained unwavering. Despite the challenges, we persevered, and our customers recognized and appreciated our dedicated efforts, especially the value additions we introduced.

How does your company separate itself from the competition?

The Cookie Dough Cake Cafe distinguishes itself through a commitment to personalized, health-conscious recipes. Our emphasis on quality ingredients, culinary innovation, and crafting a cozy cafe ambiance underscores our dedication. What truly sets us apart is the amalgamation of my diverse culinary experiences. The fusion of varied flavors and interactive culinary experiences further enhances our uniqueness. From meticulous ingredient selection to thoughtful presentation, our goal is to deliver a delightful overall experience to our customers.

Who inspires you, and what lessons have you learned from them? How have you applied these lessons and your strengths in your professional career?

My culinary inspiration centers on the belief that 'food is personal,' emphasizing trust and meaningful connections. Drawing from seasoned pioneers, I infuse creativity into each dish, applying valuable lessons in an ever-evolving learning journey. Experimenting with ingredients and techniques, I aim to craft dishes that communicate emotions and stories.

My culinary strength lies in creativity, dedication, and adaptability, driving me to introduce fresh ideas, stay current with industry trends, and foster a positive team environment. In the kitchen, my creativity explores diverse flavors, crafting unique dishes that keep our menu exciting. Dedication extends beyond the plate to create a harmonious work environment for my team. ■



AWARDS & ACCOLADES

I'm proud of my cafe's achievements, notably winning "Best Cafe in Mumbai" in 2022. Being recognized as an "Iconic Achiever" and featured in "Times Exemplary Leaders" reflects our positive impact. Inclusion in Business Today's '100 Powerful Women Leaders' is an honor, highlighting our team's dedication and creativity. These awards affirm our commitment and success in the cafe industry.



Shanmukha Agritec Limited: Redefining Agribusiness through Commitment and Innovation

Can you briefly outline your background, including your childhood, education, family, environment, and hobbies?

Raised in the village of Endugumpalem, Guntur District, Andhra Pradesh, my roots lie in a farming background. With two siblings, I grew up on a modest 2-acre farm, navigating economic challenges. Education and basic needs were prioritized by my hardworking parents. I am happily married to Nandigam Sridevi, and we are blessed with two sons, Sunil Kumar and Kalyan Karthik, both recent additions to the Sivashakthi group. My educational journey began in a village government school, eventually leading to a BA from DRNSCVS College. My journey, marked by perseverance and hard work, has been the cornerstone of our survival.

Could you provide a snapshot of your company's origins and its current profile?

Founded in 1996 by Mr. G.V. Anjaneyulu in Vijayawada, Shivashakthi Bioplantec Ltd. aimed to improve farmers' lives through commercial crop awareness. Drawn by his inspiration and the company's vision, I partnered with him, leveraging my farming background to specifically focus on marketing Teak Saplings. Despite challenges, our mission to raise awareness and supply economical commercial crops expanded to include Organic Manure, Plant Growth promoters, and Bio Fertilizers. With R&D infrastructure in Hyderabad and Jabalpur, we diversified into dealer marketing in 2014 under Shanmukha Agritec Limited. With dedication, Shanmukha Agritec Ltd. rapidly expanded, achieving a current FY turnover of Rs. 650 Crore. In 2021, we celebrated Shivashakthi Group's 25th year, a Silver Jubilee, marking a journey fueled by a commitment to farmers' well-being and global expansion plans.

What inspired you to recognize the market opportunity, and how did it lead you to your current profession?

We prioritize overcoming challenges in the Indian agricultural sector, emphasizing maximum yield with minimal investment. Our

Delving into the compelling narrative of Mr. Nandigam Srinivasa Rao, Chairman of Shanmukha Agritec Ltd, as he reflects on his impactful journey in the agribusiness sector, unveiling tales of triumphs, key learnings, and profound insights.



Mr. Nandigam Srinivasa Rao

strategy centers on delivering cost-effective solutions to farmers. Through consistent on-site engagement, my team spends at least 20 days per month on field visits, and personally, I engage with farmers for 3 to 4 days each month at various locations. Farmer challenges inspire our R&D team, propelling daily tasks for innovative solutions. Untapped opportunities in agriculture align with our mission to meet the essential needs of our food providers, the Anna Datha.

Could you elaborate on the risks you navigated while establishing and operating your organization, as well as the challenges encountered throughout your professional journey?

Over 28 years in this organization, I've faced challenges from government agencies, private industries, and political entities. Navigating these demands patience over aggression, as

missteps driven by ego can jeopardize progress. Seeking team input and timely evaluation of opinions have been crucial. The dynamic nature of government policies, raw material prices, and crop MSP variations pose significant threats. To proactively address these risks, I regularly refine strategies for sustained business development.

What distinguishes your company from others in the industry?

At Sivashakthi Group, we prioritize a familial atmosphere, emphasizing personal connections over a corporate demeanor. Our longstanding tradition of one-on-one relationships between management and the team is a cornerstone of our culture. Despite our business scale, we are committed to preserving this culture, extending the same care and respect to our market partners and end customers, particularly farmers. Our commitment to unparalleled growth support, love, and affection sets Sivashakthi Group apart in the industry. ■

Awards & Accolades

I have received numerous prestigious awards and recognitions in my personal and professional journey. Notable honors include being recognized as an Indian Business Legend by Forbes India in August 2021. Additionally, I have received awards such as the Excellence in Marketing from FAPCCI in 2003-04, Best Marketing Company Award from FICCI in 2011-12, and Talent Leadership & HR Leadership Award in 2011-12. Other acknowledgments encompass the Business Leader Award, Award of Excellence in R & D, Telangana Best Employer Brand Award, India Top SME 100 Award, Award of Excellence in Agro-based Industry, CSR Award of the Year, Entrepreneur of the Year Award, and Best HR Practices Award. Furthermore, I have been honored with Top 100 HR Minds and Top 100 Training Minds awards from the World HRD Congress, along with Best Employer Awards from various Indian states and Nepal.



Kimti Manawa: Structural Engineer of Excellence at SDF Consultants

Kimti Manawa's journey epitomizes dedication to engineering excellence, blending academic achievements with visionary leadership in shaping the future of structural engineering and fostering community engagement beyond the office.

Academic Journey of a Trailblazer

Kimti Manawa's academic journey showcases his dedication and passion for engineering excellence. Graduating with a B.Tech honours degree and gold medal in Civil Engineering from PEC Chandigarh, followed by an M.Tech in Structures discipline from IIT Gandhinagar with double gold medals, and specializing further with a Post Graduation in Project Management from NICMAR, Pune, he has built a strong foundation for his career. His practical application of expertise shines through as him being 1st Author for a Research Paper published in a Taylor & Francis Journal, titled "Damage models for R.C.C. Components under earthquake loading." This corroborates his ability to apply theoretical insights to real-world challenges, laying the groundwork for innovative solutions in structural and earthquake engineering. His exceptional academic achievements, marked by numerous gold and silver medals from PEC Chandigarh and IIT Gandhinagar, highlight his intellect and unwavering dedication to the field.

Building Dreams: The Journey of SDF Consultants

The birth of SDF Consultants marked a pivotal moment in Kimti Manawa's career. As its Founder and Owner, he fostered a culture of excellence and innovation, catapulting the firm to the forefront of the industry. Specializing in high-rise buildings, with several projects reaching above 40 stories, SDF Consultants is renowned for its structural integrity and construction guidance. Kimti Manawa prioritizes the delicate balance between safety and cost-efficiency in structural design. Through the integration of state-of-the-art technologies and methodologies, each project is meticulously optimized for efficiency, durability, and



Kimti Manawa

“Specializing in high-rise buildings, with projects reaching above 40 stories, SDF Consultants is renowned for its structural integrity and construction guidance. Kimti Manawa prioritizes the delicate balance between safety and cost-efficiency in structural design.”

affordability, while maintaining stringent safety standards. The firm's diverse portfolio spans various sectors, including group housing, mixed-use developments, commercial projects, institutional buildings, and private residences, highlighting their unwavering commitment to excellence and client satisfaction.

Beyond Boundaries: Collaborations and Partnerships

Kimti Manawa's journey is a testament to his dedication and expertise in structural engineering. From his beginnings as a Structural Design Intern at BMSF Design Consultants Pvt. Ltd., Gurugram, to his role as a Sub-Consultant at JW Consultants LLP, Pune, he has honed his skills across various domains. Collaborating with firms like STS Consultants LLP, Pune, Kimti fosters partnerships and contributes his expertise to high-rise building designs, expanding SDF Consultants' influence.

As the Founder and Owner of SDF Consultants since October 2020, Kimti has led the firm with distinction, earning it a reputation for excellence. His role as an External Associate at STS Consultants LLP,

Pune, further cements his status as a leader in the field. Looking forward, Kimti remains dedicated to innovation and the latest trends in earthquake resistant design. He explores new technologies and methodologies to shape future skylines, ensuring SDF Consultants remains a pioneer in the industry.

Beyond the Office

Kimti Manawa's pursuits extend far beyond the confines of his professional life. Engaging in activities such as film making, expeditions, sports, and overall fitness, he embodies a spirit of curiosity and passion for life. Moreover, his commitment to community engagement is evident through his active involvement in various initiatives. Volunteering his time and expertise to support local projects and organizations in J&K, Manawa demonstrates a strong belief in social responsibility and community empowerment.

A Visionary Leader: Shaping the Future of Structural Engineering

Kimti Manawa's journey epitomizes the transformative power of dedication, innovation, and perseverance in the realm of structural engineering. He is working continuously on edifying structural engineering and quality compliance in construction by working closely with the contractors, clients, and other stakeholders of project. His emphasis on seismic resistant designs needed in India is perceivable from the use of R.C.C. structural walls in most of his ongoing projects. Thus, he has brought up high-rise based design philosophies, methods, and strict quality checks for design of low-rise buildings in J&K and rest of India. As he continually pushes the boundaries of the field, he ignites a passion for innovation among aspiring engineers, urging them to envision bold new possibilities and contribute to a brighter future for the industry. Through his visionary leadership, Kimti Manawa has not only carved a prominent place for himself but has also laid a foundation for a lasting legacy. His journey serves as a beacon of inspiration, showcasing the rewards of unwavering dedication, innovative thinking, and community commitment in shaping the future of structural engineering and beyond. ■

DA MILANO— An Opulent Showcase of Impeccable Craftsmanship and Innovation

Creating timeless pieces that continue to resonate with customers across global luxury markets

What was your vision about shaping Da Milano into a luxury brand for the Indian market?

In the realm of luxury leather accessories, Da Milano stands as an embodiment of innovation, modernity, and opulence. Established in 1989, the brand dedicated its attention to creating products that harmoniously combine Italian design, expert craftsmanship, and meticulous attention to detail. Da Milano's success story is a testament to the team's commitment towards carving a niche for the brand, adapting to the dynamic fashion industry, and creating a market worldwide.

I joined the business in the year 2000 after completing my education and went on to play a pivotal role in expanding the business and making it a global brand. I directed my focus on analysing market trends and concluded that starting a chain of stores that sells only authentic leather goods will make the brand reach target consumers at a global level.

What were some of the toughest challenges you faced in the light of the globally renowned brands available in India already? How did your personal strengths and beliefs help overcome them?

The journey from one store to more than 80 stores has been eventful and encapsulating. In and around year 2000, the brand started planning to expand their footprint. At that time, Da Milano was amongst the first few brands in India. Things around that time were more focused and somewhat limited as well, which positioned the major fashion players at the time to not have to face very heavy competition.

Now, the fashion scene has changed and broadened, varied, and accepting. With growing luxury brands in the market, the purchasing power of the consumer has also increased. As a brand the foundation is built on functionality, durability and creative design. For the team, product quality along with after-sales service is of utmost importance hence



Sahil Malik
MD, DA MILANO LEATHERS PVT.LTD

“ My vision for Da Milano is clear: to cater to a diverse customer base worldwide, regardless of age or income levels

Da Milano is the only brand that offers lifetime service warranty on all products.

The Da Milano team truly believes that the entry of international brands in the market has, in fact, helped boost the overall luxury market. The team has seen considerable changes in market trends, which has also made it quite an eventful journey for us all.

Please share some highlights of your journey in transforming Da Milano into an international brand of repute.

The growth trajectory has been remarkable, starting from modest origins to establishing a strong presence in India and abroad. The brand now has a notable international footprint, with stores in Dubai, Sharjah, Bahrain, and Nepal, solidifying the reputation as a luxury leather

goods provider. Looking ahead, we aim to further expand globally, targeting markets in South East Asia like Indonesia, Singapore, Malaysia, and parts of the UK, projecting even greater success in the coming years.

I have had the privilege of being a part of the remarkable journey of global expansion and growth for the brand. My sole vision has been to lead the brand to become a formidable competitor in the luxury accessories industry, at par with international giants.

What has empowered me greatly in this endeavour is my understanding of the Indian market's preference for designer articles, my detail-oriented outlook and my aesthetic outlook. I think this has helped me immensely in shaping the brand's design and marketing strategies. Through collaborations with Italian designers and providers, we have successfully created timeless pieces that resonate with customers at a global level.

What will be your focus for the company in the next five years?

My vision for Da Milano is clear: to cater to a diverse customer base worldwide, regardless of age or income levels. What distinguishes Da Milano is its steadfast dedication to delivering exceptional quality and ensuring customer satisfaction. Offering a comprehensive selection of luxury leather accessories, Da Milano is the ultimate destination for all your leather accessory needs.

Empowered by a flair for curated fashion and a sensitive eye for detail we had launched a premium footwear brand, Rosso Brunello in 2010. The brand now is a leading brand in India and UAE. Today the brand has 40 stores in India and four stores in UAE and envisions to further establish its footprints in the European geographies by the end of 2025. In 2023 we were very excited to launch Joe & Mellon; we launched this brand with the view to serve the global citizen with our excellent cache of products.

In the foreseeable future, global expansion is definitely a major part of Da Milano's agenda. We aim to be a force to be reckoned with in our niche luxury stronghold. ■

TLC IS AT THE HEART OF THE PATIENT FIRST APPROACH

In an everchanging healthcare market constants will always remain closer affinity with patients and appreciation of the service staff for better care delivery

As a Marketing and Operational strategist what would you say have been the most winning contributions in shaping your role as CEO?

Marketing has helped me to strategize Hospital Operational flow. Marketing gave me knowledge on what your customer wants and expects when he enters the hospital. This alignment of customer needs to go into the service delivery system helped shape my role as CEO.

Can you tell us about some of the key components you have endorsed to ensure a better patient experience on ground?

The most important thing is to know your patient and their attendants. You have to ensure that they become part of the care group. Let the customer be a part of your board room discussions. Transactional feedback on every service to ensure the service levels are as per the promise and taking an opportunity for any service recovery.

How have you ensured that your thoughts about better healthcare have actually been transformed into realistic goals by the service staff at all levels?

You must treat the service staff as the part of the family and drive the passion. You need to appreciate and recognise your employee on the shop floor instead of in a conference room. We don't encourage a blame game culture. Respect the feed back given by service staff.

What is the kind of feedback you have received from patients who have been under care at Apollo in the light of a more humanitarian approach to healthcare?

In service industry you will not only receive positive feedback always, especially in a healthcare. Unfortunately, some families lose their near and dear. How you have addressed the feed is more important. The most



SUBRAMANYAM YADVALLI, Chief Executive Officer at Apollo Hospitals

important focus point in the entire approach is TLC – Tender Loving Care. We have the highest NPS scoring in this space.

What were the big takeaways for the Apollo brand in this regard from the pandemic?

Innovation is the biggest learning. The pandemic has created agony but it has also created many opportunities to innovate ways of treating patients. Home healthcare, Telemedicine, AI and preventive health takes the major space. The pandemic not only improved the bonding between your own

family members, but also the bonding between the employees.

Going forward, will patients find a change in the manner in which their health issues are managed or will it just 'be same old same old'?

Healthcare delivery systems are changing every day and is very dynamic. Patients will be more empowered to receive care. Technological inventions, AI, Genomics and Medical IT are all changing the entire landscape of care delivery.

“The pandemic has created agony but it has also created many opportunities to innovate ways of treating patients and to be humble in life

How is the Apollo patient experience going to stand apart from other leading hospitals?

Apollo as a brand believes in 'Patient First' approach. As a principle, every employee of Apollo will impact the patient service delivery and outcomes. We are committed to Research and Education. Apart from all this, our abiding Mantra is— treat the patient with TLC – Tender Loving Care.■

How Technology and Talent Are Shaping the Future of Commercial Real Estate

Commercial real estate (CRE) is going through an exciting phase as technological innovation propels the industry forward. Emerging technologies, such as generative AI, are not only expediting the digital transformation, but inspiring business leaders to further their investments in technological innovation.

However, this is just one strategy that firms are now taking to adapt to the ever-changing needs of investors, lenders, and their employees. Berkadia is making industry-leading investments in both technology and people, as the management is of the belief technological innovation and talent go hand in hand.

Innovation as Berkadia's Fuel

As a leading CRE firm, Berkadia takes a deliberate approach to its innovation platform as there is no "one-size-fits-all" strategy. Technological advancement is a key component of this, but the company also strives to reimagine current applications of technology to enhance traditional processes – whether it be automating workflows, customizing solutions, or employing generative AI to aggregate data.

Embracing innovation in this respect is more important than the technology itself. In a fast-paced industry like CRE, maintaining a competitive edge requires management to place an emphasis on how innovation can create value and differentiation for its clients.

Although meeting the needs of its clients is paramount, the importance of technological capabilities is two-fold. On the one hand, creating new platforms, such as Berkie – the company's AI-based virtual assistant – demonstrates its commitment to understanding how technology can create added value for clients. Yet, on the other hand, it's a beacon for Berkadia's growing workforce.

Value of Investing in Talent

People Matter is a core value at Berkadia and,



DAMU BASHYAM Chief Information & Innovation Officer at Berkadia

in a relationship-driven business like CRE, the firm can only provide best-in-class service to its clients when its own people are taken care of first. Berkadia's private ownership structure with Berkshire Hathaway and Jefferies Financial Group allows it to make decisions for the benefit of its employees, clients, and shareholders.

Berkadia invests heavily in its people with the goal of creating a diverse and inclusive environment that cultivates talent and provides ample opportunities for personal and professional growth. The company is mindful about continuing to grow its workforce in

Hyderabad, Bangalore, and Gurugram.

Technological innovation and talent are what's driving the industry forward. Berkadia is home to the brightest tech minds in the industry and allows them to do what they do best, every day: create and innovate. From software engineers, product managers to data analysts, it gives its people the space to share ideas and the infrastructure for those ideas to flourish, charting a path for the future of the company and leading the evolution of the commercial real estate industry at large.

Visit berkadia.com/fortune-india/careers to explore career opportunities.



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