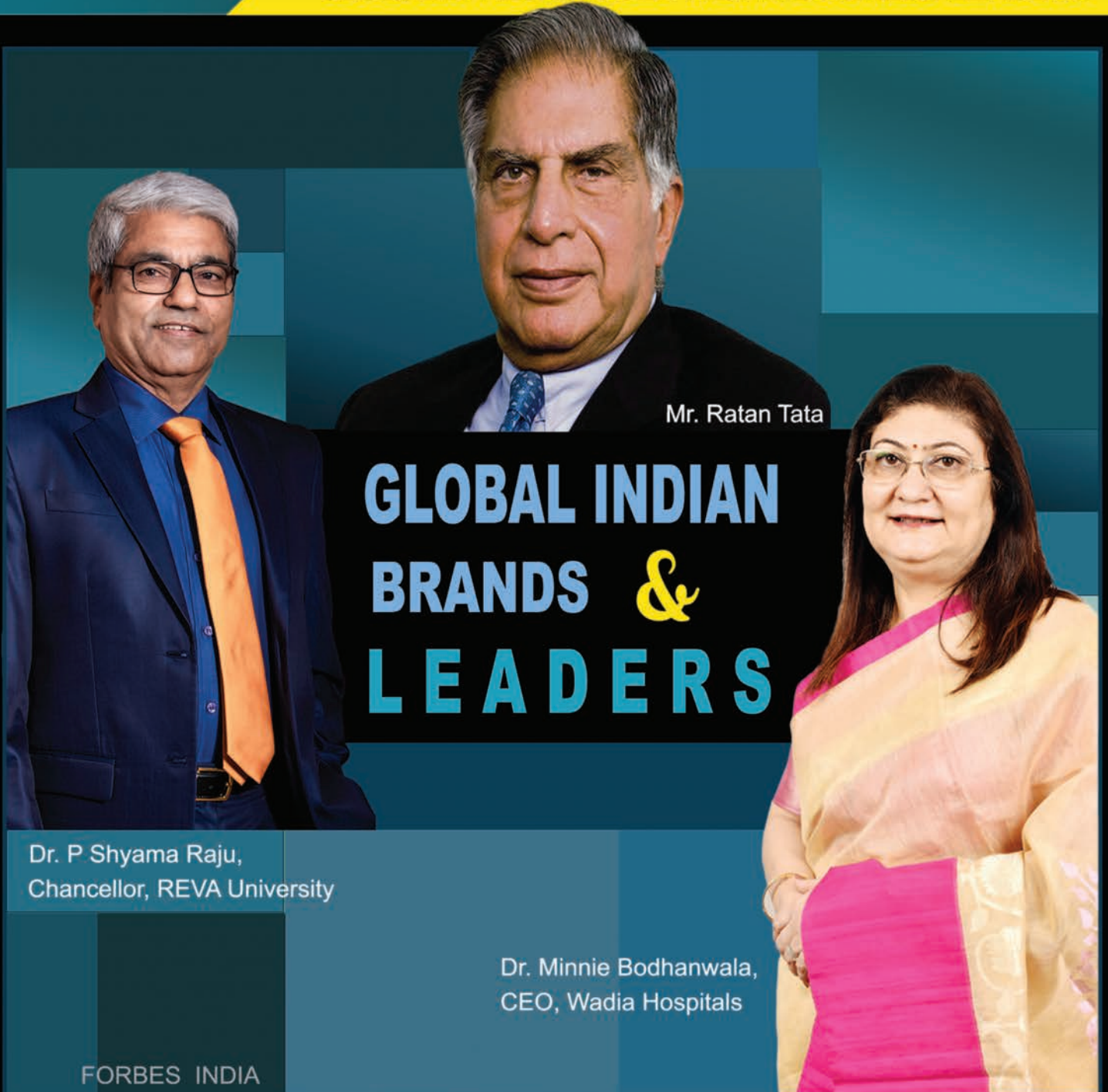


Forbes **INDIA**

MARCH 2019

GLOBALLY RECOGNISED INDIAN BUSINESS LEADERS



Mr. Ratan Tata

GLOBAL INDIAN BRANDS & LEADERS

Dr. P. Shyama Raju,
Chancellor, REVA University

Dr. Minnie Bodhanwala,
CEO, Wadia Hospitals

FORBES INDIA

MARQUEE

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Network **18**



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DIRECTOR, WBR Corp

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From The Editor

When looking for inspiration to start our entrepreneurial journeys, we usually look for familiar names from different regions of the world to guide our way forward. Most of us get inspiration from Global Leaders like Bill Gates, Jeff Bezos, Mark Zuckerberg, Steve Jobs and Warren Buffet, but we sometimes forget that some of the biggest companies in the world have Indian-origin leaders at their helm. We have a huge network of hard-working Indian change-leaders all over the world and the message is clear - "India is globally leading the change today".

Indians are widely recognised as fast learners and are quick to adapt to different situations. That, along with our hard work, empathy and culture has always been highly appreciated by nations worldwide. This identity is the result of the previous generations of Indians who've chased the global dream and have created a platform in the world for us and the ones who follow. Our main aim behind this special marquee edition is to highlight the new generation of Indian leaders using global best practices and carrying out a greater responsibility to represent our homeland in the right way and help our nation to succeed.



Cover Image
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Publisher: Maneck Davar

Issue Editor: Melissa Fernandes,
Vaishnav Mudbhalkar

Designer: Namrata Shelar

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DR. P. SHYAMA RAJU

CHANCELLOR, REVA University

Dr. P. Shyama Raju was once an aspiring young man from a village in Andhra Pradesh who arrived in Bengaluru to conquer and establish his architectural brilliance around the city. From being a builder and then the owner of one of the most revolutionising building companies of the world, he has left no stone unturned. He has ensured that history would be made and repeated as he moved on from the role of an entrepreneur to an edupreneur. While his rise in the construction business has been meteoric, his contribution to education has been nothing short of inconceivable brilliance.

Years of experience: **Over 40 years**

ACHIEVEMENTS

- Dr. P Shyama Raju has been awarded an Honorary Doctorate (Honoris Causa) by the prestigious Visvesvaraya Technological University, Belagavi in 2015 for his outstanding contribution to Higher Education and Learning.
- Presented with the distinguished developer award in REDECON 2016.
- Honoured with the most prestigious State award, the Karnataka Rajyotsava Award 2017 by Hon'ble Chief Minister of Karnataka Shri Siddaramaiah for Outstanding Services in the field of Education.
- Awarded the prestigious Prasanna Seva Ratna Award in 2017 by Swamiji Sri Sri Sukhabodhananda.
- Recognised as Global Asian of the year 2017.
- Dr. P. Shyama Raju has been awarded the most Exemplary Leader in Internationalisation of Indian Education Forum, 2018.
- Dr. P. Shyama Raju was presented with the prestigious, "Asia's 100 Greatest Brands and Leaders" Award 2018 by Asia One Magazine.

CHARTING THE PATH

Understanding that infrastructure forms the cultural, economic and social cornerstone of any nation, Dr. P. Shyama Raju started his search for the perfect symbol in stone and bricks early on. His story is that of raw enthusiasm and passion chiseled in experience grown to this stature today. He has been written in the history of Bengaluru's infrastructural growth, etching a significant name in the cityscape. The buildings, bridges and lakes of Bengaluru are testimony to his contribution through DivyaSree. Established in 1975, DivyaSree has since, seen a rise to power and grown significantly in reputation and associated with avant-garde and uncompromising quality in the country.

It was the dream of his late wife Mrs Rukmini Shyama Raju that he forayed into the field of education and set up state-of-the-art educational institutions. She firmly believed in academics as the forerunner of everything important in life. Dr. P. Shyama Raju honored her wish and quickly mastered the complex aspects of academic administration. Within a decade's time, he was conferred with a Doctorate by Visvesvaraya Technological University (VTU), Belagavi.

Challenges and risks

For the young P Shyama Raju, the initial days were filled with struggle. The circumstances were challenging, the resources meagre, and at times, the manpower insufficient. However, he persevered till he reached perfection, guided by his foresight, intuition and creativity. His highly principled, ethical and transparent manner always led those around him to recognise the merit of his views and intent.

As his learning and evolution continued, Dr. P. Shyama Raju steadily imbibed the maturity and wisdom of a leader. Adept at building bridges with people and organisations, he forged alliances where it seemed impossible and earned a reputation for meeting challenging deadlines. Always adapting to new, diverse environments with transformation and learning, he continually imbibes new skills and practices as he enters novel avenues.

In fact, those associated with him regard Dr. P. Shyama Raju as one who ushered in a transformation in the organisation, foreseeing every step of Bengaluru's evolution as a global metropolis. Today, his vision and insights continue to steer every arena of his involvement boldly into the future.

He could have easily succumbed to a life of comfort as an employee of a renowned bank; instead he chose to start his own brand with little support, but the thirst to learn. This risk was the biggest challenge in his life. His dedication and determination made him the name he is today, a choice planted at an opportune time, when young men choose the inevitable.

His beginning as an educationist came at a time when he was an already established name in infrastructural development in the country. It shocked many to see him transition so seamlessly into this role. REVA has been at the peak of many educational aspirations seeing them completed and every single day, creating new opportunities for the youth and establishing new benchmarks.



REVA UNIVERSITY

As a philanthropic gesture of giving back to society what you earn from it, Dr. P. Shyama Raju founded the REVA Group of Educational Institutions under Rukmini Educational Charitable Trust. The vision of the Trust is to establish and provide a global standard of education to the aspiring youth of the country. The Group moved into the highest realm of education with the Karnataka Government inviting the Trust to start REVA University in Bangalore. REVA started being recognised as a paramount institution from the very time of its birth and was associated with imparting quality education in the field of technical studies even at its budding stages. The journey, from being recognised as a College to being a University par excellence, has been challenging but fruitful. The University has been recognised for Excellence and the currents of its educational waves were felt through the State.

The journey with REVA began from Dr. Shyama Raju's quest for knowledge. His dream was enlarged reaching undefined magnitudes. Today, REVA University is one of the top ranked places for higher education in the country, renowned for its artistic infrastructure, courtesy his aesthetic vision, excellent learning environment, research and innovation and student rallying for social causes.

Being from the construction industry Dr. Shyama Raju is gifted with a good knowledge of construction, but ensuring that the infrastructure matches the requirement of the students was a greater challenge for him. He has personally got involved in the planning stage, the construction phase and also ensured that he has added facilities that are student-friendly, essential for academic growth. He employs a non-compromising attitude, ensuring that students of REVA get the best. For this effort from his end, REVA has been awarded from MHRD, the Swachhata Award which speaks of his value for nature and cleanliness and commitment to environment.

LIFE LESSONS

Rising from humble origins and growing through challenges and embracing every opportunity, Dr. P. Shyama Raju has always upheld integrity, transparency and honesty. Toiling far beyond the dictates of the job, no activity is ever too menial for him. A firm believer in a hands-on approach, he maintains an instinctive understanding of the tiniest details of every project. Keeping an eye and a ear to the ground even while pursuing a lofty vision, his style is a flawless blend of the micro with the macro.

For a man who, with his innate humility, admits that he was new to the workings of a university when he founded it, he is a respected and much-emulated Chancellor of an apex education institution today.

Whether he is at his office at the DivyaSree headquarters or in his cabin in the verdant greens of REVA University, Dr. P. Shyama Raju is always accessible and approachable, he nurtures warm and positive bonds with anyone who reaches out to him.

If one walks along the corridors of REVA University, one could often spot the Chancellor chatting with a bunch of eager undergraduates or having a meal with a group of animated students in the cafeteria. At DivyaSree, he is equally at ease with visiting dignitaries, CXO's and employees.

It has been said that 'To labour is to pray' Dr. Raju practices this dictum in every moment. Being constantly in touch with the ground realities and keeping his precious hours accessible to all, he instills high standards in every endeavour. His strong innovative streak helps him break the mould and pave new paths in every sphere of activity. He says, "The youth and influencing the life of the youth has been my major inspiration. Starting with the younger age group of 18 when I first started REVA; the small but impactful difference I brought in their lives has been my greatest source of inspiration."



DR. MINNIE BODHANWALA

CHIEF EXECUTIVE OFFICER, **Wadia Hospitals**

Dr. Minnie possesses domain knowledge in implementation and execution as per requirements, ensuring high-quality standards in service delivery, identifying control enhancement modules; escalating significant issues identified and proposing resolutions. She is experienced in successfully managing diverse groups of people as well as handling union committees. A visionary and ethical enterprise originator, she nurtures and executes new ideas, engages in multiple projects, recreates branding for organisations, business verticals and is confident in taking the organisation to the next level. She says, "I would like to deeply thank Mr Nusli Wadia and Mr Ness Wadia who have been my pillars of motivation, have shown confidence in my strategies and will to face challenges instead of withdrawing."

She is currently the CEO for two charitable semi government hospitals in Mumbai viz. Bai Jerbai Wadia Hospital for Children and Nowrosjee Wadia Maternity Hospital since 2012. She undertook the responsibility as the Advisor to the Chairman of Wadia Group for CSR activities, Advisor to Impact India foundation by UNDP, UNICEF and WHO, Advisor to the Modern Education society, Advisor for Britannia Nutrition foundation and Advisor to Sir Ness Wadia Foundation. Director on Bombay Dyeing & MFG CO. LTD, National Peroxide Pvt Ltd & Bombay Burmah Trading Co. Ltd

Years of experience: **33 years**

ACHIEVEMENTS

- Ranked 2nd Position among 25 legends of Healthcare Industry in India by *Medicare Insight Magazine*.
- Recipient of over 100 awards, accreditations and achievement from National and International organisations.
- NABH Principal Assessor, Lead Auditor for ISO 9001:2008 ISO 14001:2004, Internal Counselor Joint Commission International (JCI) with over 30 years of experience in Healthcare Industry.
- Rated amongst the top 25 Living legends of Healthcare in the country.
- Recognised Six Sigma Master Black Belt Expert to undertake Brown Field and Green Field Projects with expertise in revenue generation and crisis management.
- Member of Vishaka Committee, handling Sexual Harassment cases of women at work place for Wadia Group of companies.

CHARTING THE PATH

"Quality in healthcare should never be compared with the price of the services; every patient deserves quality and safe care at any healthcare institute", this is what compelled her to start her career with dental practice. Later, she got an opportunity to handle functionalities as a co-ordinator surgeon to set up the First Dental unit on the train, which was the turning point in her life where she realised that she could reach a larger number of people and create much more impact in the society as a healthcare professional and thus got more inclined towards the management aspect of healthcare.

Challenges and risks

Throwing light over the stereotypes that haunted the industry, she says, "Being a lady, it was a challenge to be accepted in the male-dominated industry." The major risks taken were the refurbishment of the 90 years Children's Hospital where a world class NICU, Cardiac sciences, Neurosciences, Haemat-oncology, Club Foot, Central Paediatric TB Centre, A Zero Day Hemodialysis Center and Bone Marrow Transplant that were initiated despite challenges. The hospital also got NABH Nursing Excellence Certification for a charitable institution, which made it the first charitable institution in India to receive NABH Nursing Excellence certification. Dr. Minnie also overcame a challenge wherein she admitted the conjoined twins babies, Riddhi Siddhi, in Wadia Hospital who were rejected by other major hospitals in Mumbai, and created history by saving their lives.

LIFE LESSONS

Dr. Minnie draws inspiration from Mr Nusli N Wadia, the Chairman of Wadia Group. She says, "The strong insight of Hon. Chairman Sir's vision towards the goal and driving me by mentoring new systems and techniques to be adopted in spite of challenges and standing with the team as one during crisis situation has inspired me a lot. With the support and strategic guidance I have been able to achieve major transformations in my life." Dr. Minnie has played an instrumental role in bringing a positive transformation at Wadia Hospitals and shown compassion towards the underprivileged women and children of our nation. It is only because of her dedication, excellence, innovation and sustainable vision that Wadia Hospitals being a charitable semi government organisation are providing quality, safe and affordable healthcare at par with top corporate hospitals to the underprivileged women and children.

With her efforts, Wadia Hospitals have a dedicated nodal center for Clubfoot treatment in Maharashtra, a dedicated clinic for Cancer, Malnutrition, HIV, TB, Epilepsy, Occupational therapy etc. Recently, the hospital has also started with a clinic for children suffering with multiple disabilities and vision impairment. She has also set up IVF center for the poor patients who cannot afford expensive treatment at private set ups.

THE BAI JERBAI WADIA HOSPITAL FOR CHILDREN

Located in the heart of Mumbai, The Bai Jerbai Wadia Hospital for Children pledges to extend its services to people, regardless of their socio-economic status. Believing strongly in the fact that quality healthcare should not be restricted to only certain sections of society, the BJWHC offers state of the art services for neonatal and paediatric care at affordable costs.

A teaching hospital of world-wide repute, this 525-bed hospital is propelled by a highly-accomplished team of over 60 paediatrics specialists devoting themselves to the care of over 150,000 children on an outpatient basis, and approximately 12,000 children as inpatients, annually.

In brightly painted wards, surrounded with their favourite Disney characters, children are treated for a wide spectrum of rare and complex conditions, in an environment that does its best to keep their spirits high. With tender care by the staff and each doctor taking a personal interest in every child's health and well being, the hospital sees its responsibility as much more than just medical treatment. Besides providing comprehensive clinical care it also offers rehabilitation and family focused methods of promoting a healthy environment for the child, thus striving to prevent childhood diseases.

BJWHC also has the largest Neonatal Intensive Care Unit (NICU) in the West Zone. In its effort to provide universal healthcare, BJWHC also acts as a tertiary level referral center, is a nodal centre for Clubfoot in Maharashtra and is the only centre for Neonatal/Paediatric Dialysis in Western India.

NOWROSJEE WADIA MATERNITY HOSPITAL

The Nowrosjee Wadia Maternity Hospital specialises in offering affordable obstetric and gynaecological services to women across all sections of society, catering to their changing needs through different stages of their lives. With a mission to carry forward the philanthropic legacy of the Wadia family and deliver world-class treatments in Paediatrics care at affordable costs, the hospital provides top-of-the-line affordable healthcare services at par with international standards through preventive, curative, intensive and rehabilitative methods as well as spreading awareness about the same through imparting quality health education. It is also our endeavour, as a teaching institute, to provide quality education to aspiring doctors.

The hospital does not limit its services to its patients alone. It acts as a tertiary level referral centre as well as helps rehabilitate these women and their families by showing them methods of improving the health and sanitation around their environment and thus ensuring a healthy life for their whole family.

With a dedicated team of over 20 specialists this 350-bed hospital, declared as a heritage structure the hospital sees more than 15,000 inpatients and over 150,000 outpatients annually. In addition, as a teaching hospital, it also has a constant influx of aspiring doctors who train under some of the best specialists in not only the city but also the country.

The hospital aims at embedding a culture and an environment that encourages the following values:

- **Patients First**

Our patients are the centre of everything we do. Our foremost priority is to ensure that our trained professionals meet the needs and expectations of every patient by adopting a 'Patients First' approach. It is our duty to ensure patient safety and quality treatment for every patient

- **Integrity**

We pride ourselves in being ethical and responsible in our thoughts and actions. We appreciate and encourage openness, honesty and accountability in every interaction with our patients, caregivers as well as co-workers.

- **Excellence**

Together as a team we strive to provide the best quality healthcare for our patients and are devoted to continuously improve our methods and embrace best practices.

- **Teamwork**

We encourage and highly value teamwork across the organisation to ensure that each member contributes and adds value to the environment and services provided by the hospital.

- **Caring**

At the Wadia Hospital, we treat those we serve as well as each other with love, compassion and kindness thus creating an atmosphere within the organisation that promotes and instils these values.



DR. CDR KARTIKAY SAINI

CHAIRMAN, **Scottish High International School**

Dr Saini is an Ex-Naval commander who served the Indian Navy for 15 long years and then switched to the corporate world. He is an alumnus of Sacred Heart Convent School, Ludhiana and The National Defense Academy, Khadakwasla Pune. The knowledge gained through his school, NDA and navy years is what propelled him forward to take on the challenges of the corporate world. He led two companies as the Chief Executive Officer after his Naval innings—Tobu India Private Limited and Eurotherm Hema Radiators India Limited (Indo-German joint venture). He is currently the Chairman of Scottish High International School and Special Olympics Bharat, an organisation mentoring 1.4 million athletes with intellectual disabilities in India. He is also on the Board of Special Olympics International mentoring 177 countries across the world.

Here, he worked with Dr Timothy Shriver, the nephew of John F. Kennedy and the chairman. Dr Shriver's role in establishing the Social Development Project at public schools in New Haven, Connecticut, setting up the Collaborative for Academic, Social and Emotional Learning at the University of Illinois, Chicago, and leading a movement for persons with intellectual disabilities boosted Dr Saini's will to make a difference as he drew inspiration from him. Dr Saini earnestly looks up to him and admires his work. He abides by Dr Shriver's famous quote, "We must have an audacious ambition and a restless dissatisfaction in the heart...."

Years of experience: **Over 35 years**

ACHIEVEMENTS

- The first Indian to be the Chairman of Asia Pacific Unified Sports, overseeing 30 countries.
- The first Indian to be on the Board of Special Olympics International Washington.
- Awarded the Derozio Award 2015 and Indian Achievers Award for Education Excellence.
- Commended by CNS for dedication and hard work in the Indian Navy.
- Awarded Gem of India 2004
- Recipient of Rashtriya Gaurav award 2010.
- Recipient of Indira Gandhi Sadbhavna Award 2010.
- Recipient of Shiksha Bharti Award 2011 from Indian Achievers forum.
- Received the Best Award for innovation in Special Education for the project Integration of children with Autism in regular mainstream school at World Education Summit.
- Received the Rajiv Gandhi Excellence Award and ISFI Award for his services to the Nation.
- Conferred honorary doctorate in Educational Entrepreneurship by European Continental University Delaware, USA.

CHARTING THE PATH

Educational institutes that had in-built foundations of learning pedagogies, holistic learning, quality systems, multiple curricula and emphasis sports and co-curricular activities were rare to find. Realising this shortage in quality education, Scottish High International School was established as a school that makes personalities and not just people.

Challenges and Risks

Starting an institute that was unconventional with ISO standards, National and International Boards under the same roof, foreign curricula of Cambridge, IGCSE and International Baccalaureate, longer duration, unique sports like fencing, archery, golf and equestrian, etc were a challenge in itself as a concept. Putting this concept into an idea, deriving a vision and a mission statement, and executing it into an operational task were seemingly impossible. Mindsets of people, including teachers, students and parents, challenges of multi curricula teaching, sustaining long hours of work for all the stakeholders, giving it corporate quality standards, and corporate quality assessment procedures for conventional teachers—all this was an uphill task. Building an integrated setup for students with intellectual disability was one of the many challenges too. But with strong will, determination, and leadership, Scottish High was formed and is one of the top schools of India today.

LIFE LESSONS

"One of the biggest risks that I have taken to achieve my goals, which finally turned out to be the biggest lesson I learnt was the risk to step out of your comfort zone. When I left a plum flourishing career in the Navy for 15 long years with a dream to become an Admiral one day, I stepped out of that zone to have a second innings in the civilian life. Setting up an unconventional school rather than a comfortable run-of-the-mill model was getting out of my comfort zone. Moving on to add one curriculum after another and another despite a well settled and successful school was getting out of my comfort zone. The rest is history. Therefore, always the risk was to reach one pinnacle just short of the happy downhill journey, aiming for the next pinnacle and start moving upwards with a risk to scale that and aim for one more. The journey continues.

I believe in people first, than disbelieve. I delegate and trust people rather than mistrust. I lead by example and believe in charismatic and dynamic leadership rather than democratic and dictatorial. I believe in forgiveness and in focusing on the strengths of every human being as an advantage rather than focusing on their weakness. I believe in never looking back at a failure. Every lesson in life is to be learnt but not to be mourned forever."



ACHIEVEMENTS

- First Indian President of Asia Pacific Initiative in Reproduction (ASPIRE).
- Recipient of Nepal Samman from the Prime Minister of Nepal for setting up of the First IVF Unit of Nepal and producing first 300 IVF Babies of Nepal.
- First Indian Obstetrician to be Conferred FRCPI & FRCOG.
- First Indian Woman to head Six Organisations.
- Creator of Adbhut Matrutva App for holistic management of Pregnancies.
- Innovative Ideas of Club 35+ & PCOS Club.
- Prolific Writer, Editor & co-editor of many books.
- Woman of the Year 2010 by DLA .
- Amar Ujala Gaurav Samman Award by Amar Ujala for special achievements in Agra.
- Swayamsiddha Award by Hon. Governor of U.P. Shri Ram Naik Ji .
- Economic Times Award for Most Inspiring Woman by State Health Minister of U.P. Ms Anupriya Patel.

CHARTING THE PATH

She is one of the most decorated woman of India, from being President of FOGSI, Indian Menopause Society and ASPIRE, she is currently the President of Indian Society of Assisted Reproduction and Indian Society of Prenatal Diagnosis and Therapy and South Asian Federation of Menopause societies. She has made

DR. JAIDEEP MALHOTRA

DIRECTOR, **Rainbow IVF**

Dr. Jaideep Malhotra is a pioneer in women healthcare. A dedicated obstetrician, a super specialist in infertility and an ace sonologist. Dr. Jaideep is an eminent speaker in national and international arena. She is widely described as charismatic, courageous and compassionate. Her brilliant career is outlined with achievements and thought-provoking projects initiated for the betterment of women. She is one of the very few in the world to be conferred Honorary Fellowships of both Royal College of Obstetrics and Gynaecology of (UK) and Fellowship of Royal College of Physicians (Ireland). She also has been the best National Medical Sports woman during her medical career.

In January 2018, Dr. Malhotra took over as President of FOGSI (Federation of Obstetrics and Gynaecological societies of India), which has 36,000 members in 250 societies. Coming from a legacy of Obstetricians & Gynaecologists, she is the third generation icon. Her vast experience and extensive travel worldwide has helped her gain in-depth knowledge in understanding women health issues from its very core. She has effectively initiated, created and restructured to remodel women's healthcare sector. She initiated some of the most imperative projects regarding women health in 2018, which have a long-term impact on the health of women and children and will help in reducing the burden of Non communicable diseases in future generations. Every project that is conceived and led by her has been a visionary step towards a betterment of women's health. She strives hard to build transparency in doctor-patient relationship. She has made a remarkable difference in the lives of thousands of couples battling with infertility across India, Nepal and Bangladesh. She has engineered the birth of over 9,000 IVF babies and 12,000 IUI babies in these three countries alone.

Years of experience: **Over 30 years**

incredibly valuable contributions in the growth and goal setting of each of these organisations.

She is indeed a great visionary and her productive contributions in developing the ASPIRE standards of minimum care statement and accreditation of ART centres in Asia Pacific, along with the development of fellowship courses, establishing Club 35 plus, project Adbhut Matrutva have all been well applauded all over the world.

She is an effective and active member of the FIGO Reproductive Medicine Committee and the FIGO Environmental Health Committee and took up the task of planting one lakh trees each year for the next 5 years. She is also the chief editor of two journals for the SAFOG and the SAFOMS and is on the editorial board of ASPIRE and many other medically relevant journals.

Her intellectual zeal has motivated her to deliver over 2500 lectures and 40 orations and published over 50 papers and 30 books, and many of her publications have been translated into various languages world- wide. The journey does not end here, it continues to explore every bit of effort required to ensure healthy women and children. Her endeavours target to upkeep their physical and mental well- being.

She takes great pride in shouldering her corporate and social responsibility very seriously, under her and Dr. Narendra Malhotra's able leadership, the NGO SMRITI is now on the threshold of adopting 1 lakh girls by taking care of their educational and medical requirements. She is also engaged in educating the general population on pertinent health issues, through documentary films and through the FOGSI channel started by her on YouTube channel for increasing public education and awareness.

She is also a coveted Professor at the Ian Donald school of Ultrasound, Dubrovnik and Regional Director for South East Asia.

LIFE LESSONS

- Nurture the Nurturers - If you want to revamp the health scenario of a country, focus on its women. She is known to work for the cause of women and has successfully mentored Beti Bachao, Beti padao adopted since 2008, along with a unique initiative called Club 35+ in India, Bangladesh and Nepal.
- Give her wings and let her soar; Give the right kind of education to our girls and see them beaming with confidence, independence and sense of achievement.
- Teamwork is the crux of any achievement and there is no shortcut to success.
- Don't only empower the girls, most importantly sensitise and educate the boys of our country.



S KARAIADISELVAN

MANAGING DIRECTOR
CADD CENTRE TRAINING SERVICES

Mr. Karaiadiselman Saravanam hails from Kulamangalam Village, Tamil Nadu. He is the Managing Director of CADD Centre, Asia's largest network of training institutes for engineering design software, and divisions like Dream Zone, Livewire, Synergy, and Dreamflower that are into niche training areas from IT, Project Management, creative skills to preschool education. He is a graduate in Industrial and Production Engineering from Malnad College of Engineering, Hassan, Karnataka and a postgraduate in Business Administration. He is a people's person, who is interested in seeing people learn, earn, grow and lead a happy life. He strongly believes in teamwork and looks for long-lasting relationship with franchise partners and employees at all levels. These are a few qualities that have helped him achieve tremendous professional success and personal satisfaction.

Utilising his three decades of experience, he has authored two self-help books in Tamil: Vetri Nichayam Adhu Veda Sathyam and Ulluvathellam Uyarvullal. He also speaks at many academic and business forums across the country and abroad. He takes time off for mentoring entrepreneurs and guiding students in their career. He and his team train students and make them employable—they have trained more than a million students. They also train entrepreneurs and make their ventures profitable—they have groomed 1000+ franchises in 30 countries. As a business mentor, Mr Karaiadiselman tries to accelerate the success of budding entrepreneurs by sharing knowledge, experience and insights into business modelling, organisational strategies, product development, and pricing, among others.

A travel enthusiast, he has travelled to more than 25 countries in the last 20 years. Outside work, reading is his primary hobby.

Years of experience: **26 years**

ACHIEVEMENTS

- Recipient of Times Ascent Asia-Pacific HRM Congress Awards 2018 for his contribution to the field of Training and Development.

CHARTING THE PATH

Before joining CADD Centre, he had a brief stint with Ashok Leyland, as a trainee engineer. He became a part of the CADD Centre in 1992 and continues to remain a proud member of the CADD Centre family that is growing leaps and bounds. One of the first employees of the company, his first assignment was to teach CAD software to engineering students and corporate employees. Since, he showed interest in business development as well, he was made the Business Head in 1995, when CADD Centre took the momentous decision of achieving growth through franchising. His responsibility was to evolve the franchising plan across Tamil Nadu and other south Indian states. He was promoted as the Director of the company in 1999 and made CADD Centre a multi-product training company in 2002. The company achieved close to 200 franchise centres in 2005. In 2010, he was elevated to the position of Managing Director and oversees all

operations of the Training Business in India and abroad adding laurels to the Education Management Industry.

Challenges and Risks

At CADD, risks taken were aplenty but we did it to grow. In 1987-88, starting the AutoCAD training in India was a risk and franchising during 1995 was risky too as India was new to it and there were no unique franchise models. CADD Centre launching a unique, franchisee-centric, no-royalty business model and became successful.

Identifying opportunity

"Need is the mother of invention. We have always focused on the future. We preferred to be in a niche market than "me too" market. We choose to be with our customer's (franchisee) customer and we work on the future requirement of the customer's customer; in our case it was employability. We keep monitoring the growth pattern of the employer and we prepare our students to meet the aspirations of the employer. This helps us to be always ahead of the market and our offering has the first mover advantage making us the dominant player and category leader."

LIFE LESSONS

- "I derive inspiration from various people starting from people we meet in our daily life. There are unique qualities in each one of us that inspire the other.
- As a student of life, I look forward to learn and draw inspiration every possible opportunity. My idols are real life heroes who have contributed / contributing to the needy.
- I get inspired by people who do not work for their need but for the needed ones. I never faced any struggles in life; I never had any problems either.
- I am a blessed one and life was blessed for me. I truly believe that the business challenges are not struggle and it's the part of existence; sustained existence leading to growth.
- Any organisation or an individual aspiring for higher purpose must go through every possible challenge; transform it as an opportunity. I believe in being positive all the time; positivity give positive results."



V E S T I A N

SHRINIVAS RAO

CEO, Asia-Pacific, Vestian

“I will never give myself the luxury of thinking “I’ve made it.” I’m not the same as I was 20 years ago, but I always set the bar higher.” - Zaha Hadid

This quote could very well summarise Mr Shrinivas Rao, one of the pioneers of the Indian commercial real estate industry. Within a short span of 9 years, Vestian is recognised as a global brand in the field of real estate services and workplace solutions. The credit for this goes to him for not just having the foresight to identify the need for integrated workplace solutions, but more importantly, for delivering quality services. It hence comes as no surprise that Vestian is now considered amongst the top four international workplace solutions firm in Asia Pacific region with focus on India and China.

Besides being an eminent thought leader in the Indian Realty Sector, he is also known for his contributions to the society. Over the years, this includes a partnership with Help Age India and Child Rights & You (CRY). He supports Light A Life—Reena Raju Foundation, a registered charitable trust that spreads awareness on organ donation.

Years of experience: **25 years**

ACHIEVEMENTS

- Mr Rao and Vestian have been the recipient of various awards including Best SME of the Year for Innovation in CRE Services 2015 at the Karnataka Small and Medium Business Owners Association Awards.
- Recipient of the Customer Value Leadership Award at the Frost and Sullivan’s ‘Project Evaluation and Recognition Program’ Awards for four years in a row, between 2015 and 2018.

CHARTING THE PATH

Mr Rao, over the span of the last 25 years, has relentlessly worked his way through the corporate minefield, creating opportunities at every hurdle and challenge. Describing himself as tenacious, he is a self-made man, who is a firm believer that one should not only participate in a race but give it their best. He is, however, realistic enough to realise that one needs to learn from failures and shortcomings, in order to run the next race better. An engineer and a management graduate, he has worked across the real estate sphere, and has seen the Indian realty space when it was riddled with lack of regulation and professionalism. Having worked in other markets, he

saw the Indian real estate market for what it was, and recognised the opportunity to contribute significantly to the segment.

Challenges and Risks

The entire industry was unstructured and fragmented and there was not a single firm which could provide integrated workplace solutions to corporates. Mr Rao identified this limitation and played an active role when organised real estate firms forayed into India, to capitalise on the immense potential. He became a key contributor in establishing professional commercial real estate services in India. He was involved in launching and establishing businesses of Colliers International and Cushman & Wakefield, India. In fact, at the age of 26 years, he was one of the youngest directors of Colliers.

In 2000, he joined Equis as the Country Manager, India, with a primary focus of establishing a conflict-free occupier solutions business. Later, he took over as the COO - APAC, to manage over 6500 employees across the Asia Pacific region. He realised that there was shift in focus from occupier solutions to a more landlord service delivery model. It was at this juncture that the idea of Vestian- an exclusively customer centric workplace solutions firm, came into being.

Today, having completed assignments across 90 locations in 5 countries including the US, UAE, India, Sri Lanka, and China, the company’s biggest strategic thrust is international growth and expansion. He believes that it is imperative to have strong team dynamics and team cohesion for the success of any firm.

LIFE LESSONS

Mr Rao’s father, was perhaps, one of his earliest and strongest inspirations in life. A chartered accountant by qualification, Shrini’s father was an entrepreneur in the entertainment industry. Shrini also drew inspiration from late Ms Zaha Hadid. Her innovative approach is reflected in all her designs, a lesson and value, that till date, he applies in his day to day functioning and in every project. Mr Rao feels that one is never too old or too experienced to learn something new every day. To the youth of today who wish to join the real estate business, he advises, “Being passionate and committed is the key to success in this industry. Success does not come overnight, so it’s imperative to be patient and persistent.” He believes in learning from the past, while being optimistic about the future.



BOMI BHOTE

CEO, Ruby Hall Clinic

“Dream. Learn. Do. Become.” These few words aptly describe Mr Bomi Bhote—a man with a true sense of conviction to work towards a dream; a dream to make Ruby Hall Clinic a world-class leader in the healthcare industry, providing compassionate and personalised patient care. With enough energy to inspire not just himself but so many others; coupled with the desire to impart high quality learning and his ability to bring out the best in others, as the CEO of the Future he not only transformed the face of this internationally acclaimed hospital, but also shaped it into one of the most sought after places to work at.



Years of experience: **42 years**

ACHIEVEMENTS

- Ruby Hall Clinic has been conferred with a shield from the then Honourable President Late Dr A P J Abdul Kalam for setting up a state-of-the-art cancer centre.
- Former President Pratibha Patil also awarded the hospital as the best medical tourism facility in India.
- At a ceremony organised by NOTTO, Health Minister J P Nadda presented the hospital with an award for being the ‘Best Organ Transplant Centre’ in the country.
- Ruby Hall Clinic is the only hospital in India to have nine separate NABH accreditations and certifications from Quality Council of India under its belt.

CHARTING THE PATH

In 1997 Dr K B Grant asked Mr Bomi Bhote to lead the 250-bedded hospital—Ruby Hall Clinic in the city of Pune. In the last 22 years, since his role as the CEO of Pune’s largest and most prestigious healthcare facility, his countless initiatives have made the hospital a name to reckon with on the global healthcare map. However, the organisation Mr Bhote has led, and the future he will lead it into, are very different from the scenario back then. And Mr Bhote is a very different CEO—by design.

For a number of years, hospitals were run by doctors using the same time-worn strategies and protocols. But things have changed—CEOs are now professional and master a series of new skills. Mr Bhote began a period of re-engineering

and new beginnings for the institute. The hospital now has grown into a 750-bedded multi-specialty medical centre including a 130-bedded unit at Wanowarie, an 80-bedded unit at Hinjawadi with over 3500 working employees under his leadership.

Challenges and Risks

Under Mr Bhote’s leadership, one of the biggest risks Grant Medical Foundation took was the foundation of a branch at Pune’s southern-most area in 2013. Keeping in mind that medical tourism was a key development area and Ruby Hall Clinic had been receiving over a thousand patients per year from across the globe, he launched the Wanowarie unit in 2013. His vision to establish a unique boutique hospital for high-net worth individuals (HNIs) and foreigners brought about the concept of ‘comfort with care’. The hospital is credited to be one of India’s first LEED certified Gold-rated green medical facilities boasting of satisfying ninety-percent of patients. In fact, it was one of the first in the country to acquire a Green OT certification with one of the highest pan India rankings.

Not resting on his laurels, he pushed the medical facility to soar higher in 2016. Years of planning, construction and designing every minute detail came in to fruition in the form of Ruby Hall Clinic Hinjawadi. In the same year, he further strengthened the hospital’s presence in international waters placing Ruby Hall Clinic on the global map. As part of the Prime Minister’s contingent from India, Mr Bhote visited Kenya where he signed an MOU with Prime Minister Narendra Modi and the Kenyan President Uhuru Kenyatta to launch a 400-bedded hospital in Nairobi.

Setting an example for other hospitals in the city and country alike, Mr. Bomi Bhote remains committed to raising the bar of healthcare. With healthcare financing being the ‘next big idea’ in the medical arena, the hospital has tied up with health financiers—a first in the city—to ensure that no patient in need of treatment is short of finances. In fact, loans are provided in as fast as ten minutes’ time. Mr. Bhote also remains passionate towards the cause of organ donation. Till date, the transplant statistics of the hospital stand at over 1600 cornea, 300 bone marrow, 1500 kidney, 89 liver and 18 heart along with the credit of innumerable national level awards and recognitions.

LIFE LESSONS

Mr Bhote’s story powerfully illustrates the grit and determination it takes to make an impact. He emphasises that not everyone needs to be born a leader to make a difference. Instead, he believes the traits that make an individual an exceptional leader can all be acquired from a combination of experience, formal leadership training and mentorship. He says, “While two decades ago, most hospitals appointed doctors at the management level, it was our late founder, Dr Grant’s exemplary vision to use international management skills to transform Ruby Hall Clinic into one of the most sought-after institutes in the medical fraternity. In fact, at that time I was one of the first professional CEOs to have joined the hospital industry. While I don’t believe there is an ‘ideal’ health system, all great systems share multiple common attributes. They commit to providing care in an integrated manner, to physician leadership at all levels of the organisation, to delivering services the way patients want and expect it, and to focusing on the whole needs of individuals. I believe patients, doctors and employees are the pillars on which the hospital stands strong. After all, you don’t build a hospital, you build people. And then people build the organisation.”



JAYESH DESAI

FOUNDER & CHAIRMAN, **Rajhans (Desai-Jain) Group**

Mr Jayesh Desai is one of the leading names in the Diamond City, Surat. He is a young, go-getter who's been leading the Rajhans (Desai-Jain) Group ever since its inception. He is a man of dynamism and energy. He brings passion in everything he does. With his strong business acumen and versatile experience, he is the driving-force behind the Group's diverse activities through his astute vision. He is an ambitious man capable of spotting business opportunities. He's fond of transforming his dreams into realities and this is the reason why he's always an optimistic and determined entrepreneur.

Years of experience: **20+ years**

ACHIEVEMENTS

- Gujarat Ratna Award from the then Gujarat CM Anandiben Patel in 2016.
- ET- Inspiring Business Leader of India, 2016.
- Business Knight of Gujarat by ET in 2016.
- 'Young Inspirational Entrepreneur' by Divya Bhaskar, Dainik Bhaskar and My FM in 2017.
- Entrepreneur of The Year Award-2018 by Gujarat CM Shri Vijay Rupani.

CHARTING THE PATH

True to the Gujarati business soul and fittingly representing the rags-to-riches story, Mr Desai had come to Surat from a small village of Paravdi (Bhavnagar) with 300 rupees in his pocket and now heads a 6,500cr business house, which was founded as a small edible oil factory in 1996 and now it has turned into a full-fledged business empire operating in Realty, confectionery, entertainment, textile, hospitality and e-commerce. With the strength of more than 7000 employees working directly and indirectly across various business verticals, Rajhans Group is poised to go the distance in every way possible.

The Group entered real estate in 2000 and within a decade, Rajhans Infracon Pvt Ltd undertook various projects ranging from residential, commercial, industrial and leisure. It became one of the most trusted realty brands in Gujarat, Maharashtra and Haryana. The proof for the same

lies in various awards bagged by Rajhans Realty from renowned industry bodies such as CREDAI, Brands Academy, etc.

With an aim to scaling new heights, the Group entered into the confectionery industry by setting up an international-standard chocolate factory, 'Schmittens' within 2,00,000 sq ft of built-up area in 2013. Such an enormous facility in itself makes Rajhans Nutrimentals one of the third largest chocolate factories in India. With all the best-in class facilities, quality control unit and expert chocolate-makers, Schmittens imports finest cocoa from Ghana and employs excellent European technology with a range of machineries sourced from the UK, Denmark, Germany, Belgium and Switzerland.

In the year 2000, the enthusiasm and farsightedness of the management gave a new direction in the entertainment industry of Gujarat by establishing a state-of-the-art cinema house, Rajhans Prime Cinema, in Surat. This cinema operates more than 50 screens in major cities with a vision to open 100 more screens pan-India by the end of 2019.

Rajhans Group owns a notable share in the textile as well. In the year 2005, the group further strengthened its position in the textile industry by setting up another dyeing-processing mill at Kadodara, Surat called, 'Rajhans Poly-Prints Pvt. Ltd'. This accomplishment is touted as a stepping stone to the first venture of Group's textile wing 'Rajhans Silk Mills Pvt. Ltd. Today, it has the capacity to produce over 2 lakh meters of textile goods. With this dedication, the Group is eyeing in the high-end linen, shirting and trouser segment soon. The Group has also launched a first-of-its-kind online platform Shareconomy in 2017, which connects industrial capacity owners with potential capacity seekers around the globe. With the help of Shareconomy, industrial capacity owners and capacity seekers can effectively strike mutually beneficial deals.

Encouraged by the philosophy of 'Atithi Devo Bhava', the Group envisioned enormous scope in Hospitality Industry by establishing a high-end chain of Enjoy restaurant and Sizzling Salsa. Today, Rajhans Hospitality has become one of the leading landmarks having further

LIFE LESSONS

For Mr Desai, his employees are no less than his family and that's why he does his best to providing them with every possible facility without compromise. He is such a leader who is available for his employees at any moment. What matters to him most is 'customer happiness through delightful products and services' and hence, he unconditionally leaves no stone unturned for the same. According to him it's not a leader who makes a difference but it's the teamwork which makes the things work wonder.

expansion plans in Boutique Hotels at different locations across the country such as Vaishnodevi, Shirdi and Tirupati.

With a proven track record of success backed up by strong business insight, Mr Desai heads planning and strategic business development and plays a vital role in developing business strategy for every vertical of the Group. A captain with versatile quality and a guardian with philanthropist values. He is a man with the quality of making most of every business opportunity. With his optimistic approach and incredible vision, he drives his Group to be in the list of top 10 business houses in India.



ACHIEVEMENTS

- “Best Hospitality Design Excellence Award” by Construction Source India, in October 2010
- “Achievers Award” in Indian Architectural Design Festival, in September 2011
- “Life Time Achievement Award” by Construction Architecture Update in 2013;
- Hospitality Award by IDE Honararium 2014;
- “Most Promising Brand” award in Architecture & Real Estate at World Brand Summit, Dubai 2015
- “Design Legend” award by Society Interiors, Mumbai 2015
- HUDCO Design Award 2015 for Green Architecture - HMEI Township
- Awarded the “Most Trusted Brand of Asia - Most Admired Architect of India” at the Indo-UAE Global Investment Summit, Dubai 2016
- Bestowed with “LIFE TIME ACHIEVEMENT” Award by Society Interiors, Mumbai 2017
- Awarded “Lifetime Achievement Award” by Icon of Spaces 2017, Singapore
- Icon of the Year 2017 for Outstanding contribution to Architecture by Brands Academy
- Awarded “Lifetime Achievement Award 2017” by WB honours.
- Recipient of “Lifetime Achievement Award: Architecture” by GROHE Huran Report 2017
- Bestowed with “DNA Sir J.J. Architecture Award 2018” by Sir J.J. College of Architecture.

AR. PREM NATH

Prem Nath & Associates

In an article in one of the leading publications, Ar Prem Nath was quoted as, ‘Rag to Riches stories to cinema fiction. Prem Nath is one story in this profession’. The story captured his life as a construction worker’s child, who aspired and excelled to become one of the India’s top leading Architect-Designer, having done celebrity homes and achieving prominence and epitome of luxury.

An award-winning architect, he translates your aspiration into living, breathing reality. A trail blazer in the field, -he was reportedly called the ‘Amitabh Bachchan’ of Indian Architecture Fraternity.

Ar. Prem Nath has excelled in wide array of projects viz. residential and commercial complexes, IT/sez parks, integrated townships, hotels-resorts, malls-multiplex, and high-end residential. He has qualified from Sir J J College of Architecture in top honors in Design. He is also a chartered engineer, certified valuer and real estate appraisers and an advisor for real-estate investments, FDI. He established his firm in 1967. Prem Nath & Associates (PNA) is a ‘Complete Design Organisation’, and has offices in Mumbai, New-Delhi, Ahmadabad. It is well-known for its high-end residential designs, high-rise towers, designer homes & residential townships. Mr Nath was once described by news channel CNBC-Awaaz as an architect who ‘transforms an empty canvas into pulsating life. He translates your aspiration into living, breathing reality. A seminal architect and a trail blazer in the field’.

He looks up to the great Architect Frank Lloyd Wright, who started his carrier as a draftsman and went on to become America’s top Architect—his ideas and vision were much ahead of time; similarly Architect Helmut Jacoby inspired him through his sketches and illustrations—he was a master illustrator and Mr Nath drew inspiration from him for his work vision.

Years of experience: **50+ years**

CHARTING THE PATH

According to Mr Nath, “Architecture is one of the best professions one can practice—it is perhaps the only profession that enables one to be involved in every aspect of human life. One has to understand how a particular family lives, to design their home, one has to do in-depth on how a specialist doctor works to design a hospital, one has to study mythology and religious scriptures to design a religious structure, thus you see, this is one profession, which ensures that one thinks ahead of time, since an architect designs what will last for another 50 to 70 years or more. After graduating from college with Top Honours in Design, I got the opportunity to work on celebrity homes and thus I started my own practice... what better encouragement would one get than this!”

It is also relevant to mention that, Prem Nath, while being an expert architect, has immense passion for high-end and high-class interiors—during the early times of his already successful practice, way back in 1969, Prem Nath was the far visible link in the hitherto unorganised domestic interior designing sector; he realised that there was no term as a Professional Interior Designer, there were only, so called, “Interior Decorators” - while there was much scope of a professional in this field. With Prem Nath’s endeavors, this gap of professionalism was bridged—

LIFE LESSONS

“My clients call me ‘Lucky architect’ and I feel I am also a ‘Flooky architect’—I can perform under any circumstances—I have take-up jobs, which others have dreaded to attempt. I feel, where there is will there is way; this is who I am, what I am built of, and this is what makes me unique. I have understood that one has to keep working, keep performing, face new hurdles and challenges—it is upon one to convert these hurdles into ‘Jump Boards’, to scale higher limits and achieve better in life. I’ve always had this “Never Say Die!” attitude in my life and with this attitude I was fortunate enough to create iconic architecture. I believe in this, ‘never underestimate the power of a poor man, no matter who you are. A person with endurance, tolerance and zeal to work hard will definitely reach great heights.”



he was the first professional to showcase his skills of 3D-visualising, sketching; he also went on to become founding member of the Institute of Indian Interior Designers (IIID), when he and few others spearheaded this then unknown profession of Interior Design; he has been in the executive committee for 25 years & has served twice as IIID President; he has seen the membership ascend from 15 to 1,500+ members; through the IIID platform, various International Organisations like ASID, IFI, etc. were introduced to India, 1st ever Interior Design Exhibition was organised, 1st Convention was done, 1st Award function for Interior Designing, 1st chapter was opened; It may interest you that, Prem Nath is one of the few people in India who have ASID (American Society of Interior Designers) certificate to practice in the USA – which is highly looked upon; he has his name in the Who's Who of Interior Designing, too. He was also featured in the top 100 Interior Designers around the Globe. That's when Interior Designing was born as a profession in India.

Not just top class Interiors, Prem Nath has to his credit, many critically-acclaimed projects. He was fortunate enough to create a lot many Iconic Architecture—many 'firsts' in India—Prem Nath has conceived the first ever Revolving Restaurant in the country for Ambassador Hotel in Mumbai; India's 1st Health Spa & Body Rejuvenation Center, at Golden Palm Resorts, Bangalore; First Multiplex-Mall in the country i.e. Fame Adlabs at Citimall, Andheri Mumbai; Countries' 1st fast-track I.T. Building was designed, executed and handed over in just 8 months period from the date of 1st client meeting to handover; designed for Morgan Stanley of USA at Mindspace, Mumbai; India's 1st Award winning Day School with No Homework – Vasant Valley School, New Delhi; 1st Gold graded & HUDCO Award winner Township for HMEI at Punjab; India's 1st Platinum Rated School campus – Cygnus World School at Vadodara and is currently working on many 'Smart' projects including a Smart Tower at GIFT City (India's 1st Smart City), at Gujarat.

At the turn of the millennium, this architect, then having more than 30 years of practice, foresaw the future and realised that it was time to 'change gears' – he was conscious of the fact that, "Architecture was never a vocation it was always a profession", in this contemporary age, the scope of architecture is vast. When he started practicing architecture, the scenario was quite different from what was the current scenario, the profession was limited, the scale was very diminutive, resources were inadequate, at that time 'pen & ink' was the architecture. The new millennium was all about 'fast track', the building ownership came into existence, the country was now benefiting with many foreign exposures, there were IT building being built and so were a lot of data centers and ITE related developments—Prem Nath foresaw that the world of ICT was about to explode and India would be its forerunner; the evolution, during the last decade, there also has been a glut of designers, manufacturers, vendors, suppliers, international clients, causing the shift more towards commercialisation. Prem Nath was also one of the first Architects having invested in computers and CAD/CAM working in the early 90s.

He also switched over from this antiquated system to using modern tools and technology. He says, "I keep traveling to various sites, meetings, seminars, but that doesn't stop me from designing—each project is designed by me, I make these sketches on my phone and email them to my office for further detailing. By the time I reach office, my expert staff presents me with the accurate version of the same sketch and then we sit further to detail it. Apart from the basic use of my cell-phone, I virtually carry my office on it; I take pictures, I check emails and respond, give presentations, view sketches, ideate, and more—it is the need of the hour - I have my Architecture In My Pocket."

His designs are always simple and non-acrobatic. He strongly feels that designs should be functional, as if it is not, then it may be known as art. He further believes that today's designs need to be SMART—S for SIMPLE – simple to understand, simple in planning, simple to approach and sustainable development; M denoting MANAGEABLE, the development should be easy to manage and easy to maintain; A signifies AFFORDABLE, the development should not be planned for the uber-class only, it should allow occupants of all financial strata; R means RESOURCEFUL— to be rich in resources like Power, Water, Employment, Wealth, Profitability; T signifies that the development is smart only when it is TECHNOLOGICALLY savvy (yet affordable), WIFI enabled, communication & transport superior.

While there seems to be no qualms on the fact that Prem Nath has indeed been through a lot of life's churns and has faced the test of times only to have come out invincible. One of the latest testimonies to this is Ar. Prem Nath being published on the cover of IFJ – India's leading Architecture & Furniture Magazine – as 'The Original Nawab of Luxury', however, Prem Nath yet sees young designers as his competition, as when he was young, he was competition to the then stalwarts of the field. He feels, it is good to have a sense of healthy competition - it enables one to 'keep-up' to the standards. He has also learnt from them and they get an edge over his designs, and sometimes it's the other way round – and this way Prem Nath remains on the edge and keeps sharpening himself; He adds, "Though he has spent a long time (in this great profession), he is yet continue to be in motion and keep moving forward, looking up to new opportunities and innovations!"

Challenges and risks

In Mr Nath's words, "My childhood days date back to the India-Pakistan partition time. We migrated to Delhi to find a way of living with my mother and siblings. My mother worked as a construction worker and I, being the eldest, helped her. I turned these days of hardship to my advantage as I understood the fundamentals of architecture, right from planning to execution while at the construction site. As I grew older, to support our family income, I started selling newspapers, balloons, etc. Against all odds I passed out of school with good grades and a good hand in drawing—I found odd jobs as a blue printing boy and was further guided to join architecture, for which I ended up in Mumbai where I joined Sir JJ College of Architecture on a part-time basis and supported my studies with a day time job, and this is where I am today!" Ar. Prem Nath took large leaps and big risks—one of such big risks he took in life, was at a very early stage of his career, he spent all his earned fortune and set out to travel the world—it was a very big risk he took, but this ended up being one of the best educations for him – having seen the world, having experienced the global architecture, enabled him to be ahead of my time; also he believes, "Every day is a new risk, it's a new challenge – with the world evolving virtually on daily basis – having to think beyond the future, having to predict what shall be good for a project and shall not outlive itself for another 30-40 years – is a risk one takes on daily basis". Ar. Prem Nath says that "An Architect is next to God—he has to foresee the future and get the same implemented as an Iconic Architectural marvel."

Identifying opportunities

For him, the market identified him as an opportunity. He was lucky to work for Dharmendra at the very initial stage of his career. Since then he has designed many celebrity homes including Rani Mukherjee, Hema Malini, Modi's of U K Modi Group, Ambani's, and so on.



DEEPAK MEHTA

PROPRIETOR, DEEPAK MEHTA AND ASSOCIATES

Inspired by the exceptional design ideas that increase the efficiency of infrastructure, Mr Deepak Mehta started Deepak Mehta and Associates, a prestigious firm that provides research and consultancy services in the areas of design and development of human settlements, regional and urban planning, environmental planning, architectural and engineering design. An accomplished architect, Deepak Mehta is an IIT Roorkee alumnus. His company offers specialised sustainability services in housing and town planning projects that reflect clear segregation and optimum integration of interior and exterior spaces. Mr Mehta shares, "The factor that makes us unique is we always try to be very simple, concise, effective, and efficient within our domain. An open and timely communication has been practiced at every step within the firm as well as with the clients, to eliminate flaws. We aim to be very flexible with our design, keeping the client as the foremost consideration while also making sure that all the professional nitty-gritty of the procedure has met."

The major services offered at Deepak Mehta and Associates include architecture, structural, site planning, landscape, interiors, electrical, plumbing, fire fighting, heating and ventilation. In all their services, the firm vests special attention towards ensuring different aspects and functions of planning, leading, organising and controlling are set in an efficient, informed, coordinated and smarter way.

Years of experience: **32 years**

ACHIEVEMENTS

- Team DMA Honoured by His Excellency Abdulla Al Saleh and His Excellency Prince Suhail Mohd Al Zarooni at International Achievers Summit in 2018.
- Most Innovative Architecture Design- Residential of the year by Magpie & Franchise India for Casa Romana, Dharuhera presented by Shri Manoj Tiwari, President Delhi (BJP) in 2017.
- Best Architectural Design Firm of the year by ASSOCHAM ipresented by Sh. M. Venkaiah Naidu honorable Union Minister and Sh. Arjun Ram Meghwal, for Mass Affordable Housing.
- Architectural Firm of the Year presented by Shri Nitin Gadkari Union Minister and Shri Prakash Javadekar Union Minister at global partnership summit on Smart Cities- Smart India organised by ASSOCHAM in 2016.
- Mahatma Gandhi Samman organised by NRI Welfare Society and presented by Baroness Sandip Verma, Minister of Climate and Energy U.K., at House of Lords, London in 2014.
- Eminent Architect 2014 award presented by Former Deputy Prime Minister of Thailand at held in Bangkok at 7th International achievers summit Bangkok, organised by Indian Achievers Forum in 2014.
- Architectural firm of the year (NORTH) 2014 by Real Estate Excellence awards presented by Sh. Pravesh Verma Member of Parliament at a function held at Hotel J. W. Marriott New Delhi on 10th September 2014.

CHARTING THE PATH

Architect Deepak Mehta's prolific professional life is synonymous with a futuristic architectural vision, sound technical knowledge, practical planning and effective time management. These qualities along with the capability to build strong infrastructure and sustainable design steered the burgeoning success of his architectural firm Deepak Mehta and Associates since 1987. Having a strong pan India presence, company has successfully completed various projects for private, government and semi government organisations. Mr Mehta adds, "From a meagre initial turnover of Rs 1 lakh to to an average annual turnover of Rs 10 crore in last four years, we have grown leaps and bounds. Future is largely market dependent, but we make efforts to be updated of the trends, latest technologies, materials and changing work cultures. We look forward to keep pace with the latest advances and yet be rooted to the age old traditions in architecture."

LIFE LESSONS

- You respect time, time shall respect you.
- Your best work is your benchmark for next allocation.
- Aim to make a difference.
- Never be afraid to prove your point.
- Create opportunities for yourself.
- Success is guaranteed after multiple failures.
- You will never know everything.
- You are consistently learning.
- Follow your conviction.
- Do small things with great care.



VIMAL ALAWADHI

MANAGING DIRECTOR AND CHAIRMAN, **Best Agrochem Group**

Mr Vimal Alawadhi, a son of the soil, with an agrarian background, grew up among the farmers of Haryana. Over the years, he has seen the struggles of the farmers affected by unseasonal weather and exploitation in the hands of middlemen. Rising from a modest beginning, he always dreamt of uplifting the farmers, and this has been the driving force of his business. Today, at a young age of 40, he leads Best Agrochem group, which is now listed among the Top 20 Agrochemical companies in India. He is pioneering efforts to provide farmers with safe products at affordable prices. Best Agrochem is an integrated manufacturer and technical producer of Agrochemicals with a mission to help farmers across India.

Young, dynamic, enthusiastic and highly-motivated, Mr Vimal has played a key role in the exponential growth of Best Agro Group. He has an extensive experience in the agrochemical industry and oversees strategy, management, development and integration of the company's policies and procedures, driving overall business growth and sustainability. Under his able guidance, the company has expanded territories and established its presence in global markets. He has been interviewed by international magazines from "African Farming and Food Processing" to the publication Agro Pages, where he spoke on the "Taking Strides towards Make in India". In 2018 edition of India Suppliers Guide, Mr Vimal's views were published as "An Agrochemical Perspective from India".

Years of experience: **15 years**

ACHIEVEMENTS

- 2016, Acquired a state of the art Technical manufacturing plant from Arysta LifeScience, a subsidiary of Platform Subsidiary (NYSE:PAH)
- 2017, Completed Phase II expansion increasing production capacities by threefold.
- 2018, Listed among the Top 20 Indian Agrochemical companies in India.
- 2019, Established a NABL Certified Laboratory.

CHARTING THE PATH

From the humble beginnings in the small town of Hissar to establishing the Best Agrochem Group, Mr Vimal Alawadhi has come a long way. In an industry fraught with high entry barriers and surrounded by established players, Mr Vimal persevered for years, working and investing on building a portfolio of manufacturing licenses and setting up an integrated formulation and technical production facility.

It was only his belief of 'Make in India' that gave him the energy and faith to compete with the pricing power of China. In the field of agrochemical supplies multinationals and large corporations hold sway. Yet today Best Agro group has established itself as a leading agrochemical company serving global markets. Its business

platforms use innovation and technology to address customer's needs. The company has more than 50 agro chemical products and promises to add more safer alternatives. Its product range is devoted to increasing crop yields and providing farmer-friendly solutions. The group operates four production units involved in technical manufacture and formulation and had a dedicated brand supplying to the farmers.

Mr Vimal's motto of "Customers, Dealers, Suppliers and Employees first" has been guiding him throughout. "Businesses cannot succeed with profit as its sole motive. Successful businesses must first focus on providing value to the customers." A workaholic, Mr Vimal is not averse to taking on challenges or working under pressure. He is tenacious when it comes to resolving issues and is always ready to meet challenges head on.

Best Agrochem acquired the technical manufacturing facilities of the erstwhile Arysta LifeScience and started working on the promise of Make in India. In less than 3 years, Best Agrochem boasts of a state-of-the-art Technical manufacturing facility with 7 multifunctional production lines. His priorities for the farmers include encouraging newer and safer agrochemicals, educating them and supporting 'Make in India'.

LIFE LESSONS

- Mr Vimal realised very early on the value of human capital.
- He is a believer of 'willing synergy' where each individual take initiative to excel, while working together.
- He has immense faith in human potential and is constantly looking beyond what people have 'done' to what they 'can'.
- He is confident that Best Agro group with its initiatives will be able to provide vital resources viably to the farmers.
- His vision is to stand shoulder to shoulder with the farmers by providing them access to the best products. He lists his priorities as being focused, being present in the moment and avoiding to overthink the magnitude of the problem.
- He is constantly actionising his dreams, he is an ardent believer of the saying, "Think of dreams as a ladder, and the rungs are your goals."
- A valuer of time, he strongly feels lost money can always be regained, but a wasted moment can never be.



PARMEET SINGH SOOD

MANAGING DIRECTOR, **Climax Overseas Pvt Ltd**

Mr Parmeet Singh Sood is a serial entrepreneur and runs successful companies in the domain of Components Manufacturing, Consulting and International Trading with two joint ventures, three global warehouses, four manufacturing plants, seven international offices and exports to over 51 countries employing over 500 people globally.

After joining the small family business in 1999, he worked to make his company the First Rubber Components manufacturer in India to be certified to the stringent ISO/TS 16949 std. It has successfully upgraded to the IATF 16949 standard, the highest level of quality system in the automotive Industry and is also India's first GOLD Rated ZED Certified Company in their field.

Climax Overseas today is the fastest growing company in their domain deploying world-class manufacturing technologies as well as quality systems and they serve renowned names in the Automobile, Defence, Railways, Food Processing and other Industries.

The company has grown a 120 times in the last 20 years and Mr Sood has laid down a Target of making CMX a US\$ 100 million group by 2023 from what was an under US\$ 200,000 company when he joined in 1999.

Mr Sood is a trainer and public speaker having shared at the same platform as the likes of Tony Robbins, Richard Branson, Brian Tracy to name a few as a speaker at the National Achievers Conference 2017.

Mr Sood is also the best-selling author of books like *Blood, Heart & Soul, Struggles to Success* and *The Art & Science of Negotiation* and has written over 100 articles on various topics thus far.

Mr Sood is now on a mission to help other Small & Medium Businesses to scale up and with this vision he has brought together domain experts under CMX Consulting to hand hold entrepreneurs and put them on a growth path.

He was recently awarded the, "Udyog Rattan" award by IES and has also been featured on Zee Business's No. 1 business talk show, 'SELF MADE'.

Apart from his business, he gives his time to social causes and is associated with the Sikh Chamber of Commerce, Young Business Leaders Forum (YBLF). Last year he led a cluster of 9 companies and implemented Lean Manufacturing Systems under the aegis of MIWA and helped them save over Rs. 2.50 Cr/Annum

Years of experience: **20 years**

ACHIEVEMENTS

- National Award for "Star Performance in Exports" company for 2013-14 awarded by EEPC under the aegis of Ministry of Commerce.
- "Udyog Rattan Award" by Institute of Economic Studies.
- "Outstanding Global Leadership Award" by IES under the aegis of Government of UAE.
- 3 Times speaker at the National Achievers Conference, New Delhi

LIFE LESSONS

- Be on a path on continuous learning -Spend on your education more than what you spend on all your entertainment. Learn from the greats either directly or indirectly. Be an Eklavya if you cannot be an Arjun, this way you can have many Dronacharyas.
- Have a vision and create a Business Plan based on that long term goal. Break that long term business plan into short term actions and keep moving.
- Don't shy of selling. A great entrepreneur is one who can sell. You have to sell your vision to your Team, to your suppliers, to your investors, to your Bankers and Yes to your Customers. Don't sell a product / service, sell a Solution!
- Have a thorough Marketing Plan. Use the correct media based on your audience & develop a system to reach out to them consistently.
- Take Risks, Dream Big, Never Give Up!- Failure is an option. Giving up is not. What we term as failure is actually learning for the future.
- Believe in your Power and believe in the Universe to give you what you ask for. Manifest your Life. The best ways to predict the future is to create it!

CHARTING THE PATH

Mr Sood started working 20 years ago in 1999 with his father who ran a small scale manufacturing unit in an unorganised industrial area in Delhi. His father, a first-generation entrepreneur, had started with a capital of less than ₹1000 and had grown it brick-by-brick by focusing on making quality products with thorough focus on rubber chemistry & rubber compounding and laid a strong foundation.

Mr Sood got his bachelors from the University of Bradford, UK and wanted to pursue higher studies in the US and only then decide on a career path as he wasn't keen on joining a small black and blue manufacturing unit. After many discussions with his father, one such argument made him change his mind. His father said, "I started this organisation with one person and one machine and have grown it to about 50 people whose livelihood now depends on this company and you were born in this poor country as my son and were fortunate to receive a high-class education, all this is by the design of God and now your purpose should be to grow this organisation from 50 to 500 to 5000 people so as to make a small contribution towards employment generation in this country and you shouldn't be selfish and only think about yourself."

At the age of 21 Years, this argument struck a chord with him and ever since he has been on a mission not only to grow his team to 5000 people under CMX Group but also to help other entrepreneurs to scale up through his consulting business, CMX Consulting Pvt. Ltd. He is completely equipped to guide SMEs as he knows where SME entrepreneurs can get stuck and what it takes to get over those roadblocks and move forward.

CMX has a team of consultants in various domains such as marketing, branding, human resource development, quality systems, production efficiency improvements, fund raising etc with combined experience of over 200 years under their belt. Depending on the need of an entrepreneur, his company is able to depute these experienced resources and create long term vision for the business.

Challenges and Risks

"In this country, if you are an entrepreneur and if you wish to grow, struggles, challenges, problems are a part of the daily routine and there will be roadblocks at every step and plenty of naysayers who will constantly criticise everything you do. However, what

I have learnt overtime is that failure is an option however giving up is not. I always say that, "It is never the size of the problem, it is the size of You, which is the problem." Every problem, every challenge has a solution, it is just that you need to grow the size of you, in order to find that solution. One needs to constantly learn and be on the path of self-development and every problem is actually an opportunity to learn something new, an opportunity to get out of your comfort zone and Grow! The biggest challenge, I feel which I have constantly faced as a small/medium sized business has been to raise funds in order to grow. The banking system in our country is not designed to support entrepreneurship, despite whatever many governments promise. The ground reality is that it takes forever to raise funds and no banker can fathom is you tell them that we are going to grow 50/100/200% in a year and they do not support such visionary thinking. Instead they term it as risky and instead of coming forward, they take a step back. An SME Entrepreneur doesn't have access/knowledge for other than debt funding and that proves to be a big impediment in its growth. If we had more supporting financing options for businesses like ours, we would have probably grown much higher and this 120-time growth could actually have been 1000 times if we were to adapt financing models adopted by some of our successful neighbors like China. Entrepreneurship still thrives in this country in spite of an unsupportive system, imagine what we can do, if we really become supportive.

An entrepreneur should be given the freedom to fail because then only will an entrepreneur be more open to taking risks, which is the real definition of entrepreneurship.

The other big challenge is finding and retaining the right people. We as a culture have lost the term loyalty and it is becoming harder and harder to retain employees and people change jobs very often for the fact that they will be offered a higher salary in the market on changing a job whether or not they have acquired the necessary experience and skills. Reality is, companies/economies/countries like USA & Japan where people work in a company for a long term, mostly a lifetime, have shown the most progress not only for the company but also for the employees in those companies. We are constantly making efforts to improve employee engagement and retention and are incentivising talent & hard work.

As I have said above, entrepreneurship is all about taking risk and I have constantly taken risks in order to grow my business. Whether it was taking large debt to invest in Hi-Tech machines and upgrade our technology or to recruit a team not looking at current requirements but as an investment into the future or go after projects much bigger than the company was prepared for at the time or go after the Top ranking customers who we wanted to serve and learnt on the go as to how to meet those expectations, I have never shirked away from taking risks.

It is only due to these risks that we have taken, that we have today come to a stage where we serve the biggest names in the Global Automotive Industry and have demonstrated over 50% CAGR over a long period of two decades and are still working hard to achieve the 10X Vision in the next 5 years, it is all laden with risk, albeit, we have seen enough in the last 50 years of existence that we formulate risk-mitigation strategies at every step of the way."

Identifying Market Opportunity

Rubber Components was a vast field and when Mr Sood joined business, they used to produce anything and everything in Rubber and Rubber to Metal bonded components as that was his father's strength. However, he soon realised that doing everything will not lead them to the path of growth they want. So, he started looking at the opportunities in the market as he travelled extensively looking both at customers, contemporaries, competition and analysing their strengths in order to create their own niche. It was in 2004 that he declared that they will only concentrate on Heavy Duty Truck & Trailer Components, Filter Components, Passenger Car Suspension Bushings & Oil Seals and today they are the largest producers in two of the four identified niches and have a very clear growth plan to further grow these segments exponentially. He also realised that 4 niches were also too many as in the last almost 15 years, they could only grow two of them. Therefore, going forward they have concrete plans on the other two as well. He says, "One needs to find their USP and once you do, then you can go out in the world and make them see your expertise in that product/market segment. That expertise needs to be demonstrated throughout the value chain starting from R&D, Product Development, Manufacturing Processes, Product Quality, Product Testing and thorough understanding of the application so that you can add value to the customer in the long term."



RATAN TATA

CHAIRMAN, Tata Sons

Ratan Tata is one of the leading Indian industrialists, ex-Chairman of the largest Indian conglomerate, Tata Group of Companies. His company is the parent company of other organisations including Tata Steel, Tata Motors, Tata Power, Tata Consultancy Services, Indian Hotels and Tata Teleservices. He became actively involved in the family business after completing his graduation. He started as a fellow worker on the shop floor at Tata Steel and gained an insight about his family business. After the retirement of J.R.D. Tata, he became the new chairman of the Tata Group. Under his leadership, the organisation achieved new heights and generated large amount of overseas revenues. The astounding financial success of the company brought the Tata Group to the New York Stock Exchange and under his supervision the corporation became a global brand by acquiring many companies including Tetley, Jaguar Land Rover, and Corus. He was instrumental in the acquisition of Tetley, Jaguar Land Rover and Corus, which turned Tata from a major India-centric company to a global brand name. Apart from expanding his multinational, he has also served in various capacities in organisations in India and abroad. He is also a leading philanthropist and more than half of his share in the group is invested in charitable trusts.

Years of experience: **57 years**

ACHIEVEMENTS

- In 2000, he was conferred the Padma Bhushan, the third highest civilian honor awarded by the Government of India.
- In 2004, he received the 'Medal of the Oriental Republic of Uruguay' from the Government of Uruguay.
- In 2005, he was conferred the 'International Distinguished Achievement Award' by the B'nai B'rith International.
- In 2007, he was conferred the Honorary Fellowship of The London School of Economics and Political Science.
- In 2008, he was awarded the 'Padma Vibhushan', the second highest civilian honor awarded by the Government of India.
- In 2009, he received the 'Award of 'Grand Officer' of the Order of Merit of the Italian Republic' from the Government of Italy.
- In 2009, he was awarded the title of Honorary Knight Commander of the Order of the British Empire, United Kingdom.
- In 2010, he won the 'Oslo Business for Peace Award' presented by the Business for Peace Foundation.
- In 2014, he was conferred the 'Honorary Knight Grand Cross of The Order of the British Empire'.

CHARTING THE PATH

He received his early education from the Campion School, Mumbai and finished his schooling from the Cathedral and John Connon School, Mumbai. In 1962, he obtained his B S in architecture with structural engineering from Cornell University, USA.

In 1962, he started his career with the Tata Steel division where he shoveled stones and worked with the furnaces along with other blue-collar employees. It was a difficult job and helped him gain a better understanding and respect for his family business. He enrolled at the Harvard Business School and completed an Advanced Management Program in 1975. In 1977, he was shifted to Empress Mills, a struggling textile mill within the Tata Group. He proposed a plan for the mill but it was rejected by other Tata executives and the mill was shut down. J.R.D. Tata appointed him as the new Chairman of the Tata Group of Companies in 1991. This decision came under scrutiny following objections from other executives of the company and questions were raised regarding his ability to run the corporation. He also holds the membership of the international advisory board of the Mitsubishi Cooperation, the American International Group, JP Morgan Chase and Booze Allen Hamilton. On his 75th birthday in 2012, i.e., on December 28, he resigned from the post of Chairman of Tata Group. Even after retirement, he is still an active businessman and invests in upcoming promising business ventures.

Challenges and risks

In June 2008, the Tata Group faced a global financial crisis due to the failure of the acquisition of Jaguar Land Rover (JLR). The bridge loan taken by them of US\$ 3 billion which was used to fund the acquisition of the JLR was not paid back

LIFE LESSONS

- Be a visionary- Even though many opposed him, he maintained that the company had to go global. Today half of Tata's revenues come from overseas.
- Be humble- He remembers almost everyone by their first names, and is not dismissive.
- Never give up on values- Public Safety and welfare has always been one of the main core values of Tata. Ratan Tata he too reinstated these.
- Take Risks- Taking risks is the cardinal rule of business. As a leader, one needs to have the foresight and the capability to take risks that can take the company to new heights.
- Have faith In yourself- When you are dealing with life's hodgepodge, you must have staunch belief in yourself .

fully, only US\$ 1 billion was paid. Complexity in raising funds before the acquisition was another problem for the Tatas. Tata had negative working capital and it was facing a problem in cash liquidity. The Tata's thought of merging with other big companies, but very soon it managed all the issues.

Due to the global financial crisis, the Indian automobile sector was highly affected—the GDP growth declined and inflation took place due to which the prices of the fuels and automobiles products increased and hence Tata Motors, the leading automobile company of India suffered the most.



LORD SWRAJ PAUL

CHAIRMAN, Caparo group

Swraj Paul is a Britain-based business tycoon and philanthropist. Born in Jalandhar, Punjab in 1931, he did his education at the Punjab University, before obtaining a Masters degree from the Massachusetts Institute of Technology (MIT) in the United States. After his return to India, he joined the Apeejay Group, founded by his father.

He had to visit London to get his daughter treated for leukaemia, but could not save his daughter. Overcome with grief, he resorted to meditation. He relocated permanently to London in 1966 and renamed the company as Caparo from the earlier name of Apeejay, after the partition of the family business assets.

The Caparo group went from strength to strength and turned into one of UK's leading producers of welded steel tubes and spiral welded pipes. Today, the Caparo Group is one of Britain's largest family-owned companies.

One of the richest persons in Britain, he was knighted by the Queen in 1978. The year 1996 saw him become a life peer, a member of the House of Lords, taking the title Baron Paul of Marylebone in the City of Westminster.

Among the many other awards and adulations, he has received in India and abroad, he is also a recipient of the Padma Bhushan in 1983, the Pro-Chancellorship of the Thames University in 1998 and its Governorship between 1992 and 1997.

Years of experience: **60 years**

LIFE LESSONS

Punjab, India-born Swraj Paul overcame personal tragedy to become one of Britain's wealthiest businessmen. Having toiled in his father's small foundry in India in his early years, he went on to graduate from the Massachusetts Institute of Technology before emigrating to the United Kingdom to found Caparo Group—a steel-to-hotels conglomerate that today has an annual turnover of nearly 1 billion euro, where he continues to be chairman.

Though based in the UK since the 1960s, he's most widely remembered in his home country for what many believe was a turning point in corporate governance in India in the 1980s. As what could be called the country's first 'corporate raider', he challenged the traditions of India Inc. and bought stakes in two local corporate giants, beginning a new era of transparency and financial reporting standards.

Back in the UK, Lord Paul made history by being the first Asian to be appointed deputy speaker of the House of Lords, the upper house of Parliament, in 2008 after receiving a life peerage in the House of Lords as the Right Honourable Lord Paul of Marylebone.

ACHIEVEMENTS

- In 2014, Lord Paul received a further Lifetime Achievement Award in recognition of his work in promoting India-UK educational ties from the Global Skill Tree consortium.
- In 2018, Lord Paul received two awards during a trip to India: the IOD Golden Peacock Award For Lifetime Achievement in Business Leadership and the Global Punjabi Society Lifetime Achievement Award.
- In October 2018, he was awarded the Mahatma Gandhi Honour by the NRI Institute in celebration of their 30th anniversary.
- In January 2019, he was awarded a Mother Teresa International Award, and WCRC International Legendary Business Icon 2019 for Global Excellence & Leadership.

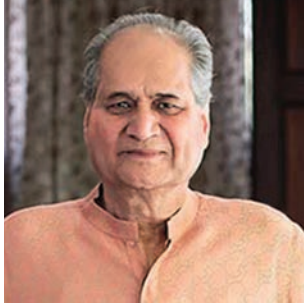
CHARTING THE PATH

Swraj Paul, Baron Paul, PC is an Indian-born, British-based business magnate and philanthropist. In 1996 he was appointed a life peer by Conservative Prime Minister John Major, and sits in the House of Lords as a crossbencher with the title Baron Paul, of Marylebone, in the City of Westminster. In December 2008 he was appointed deputy speaker of the Lords; in October 2009 he was appointed to the Privy Council.

Lord Paul's father Payare Lal ran a small foundry, making steel buckets and farming equipment. The site of his childhood home is now Apeejay School. After his education in Punjab, he went to the United States to study mechanical engineering, obtaining BSc, MSc and MechE degrees from the Massachusetts Institute of Technology. After leaving MIT, he returned to India to work for the family business, Apeejay Surrendra Group, which was founded by his father. Starting with one steel unit, he went on to acquire more. This led to his founding the Caparo Group in 1968, which became one of the UK's largest steel conversion and distribution businesses.

Lord Paul has held many public positions. In 2006, as part of his parliamentary work, he made a declaration of interest; he was involved with more than a dozen organisations outside his family business and foundation. This foundation, named in memory of his daughter, channels profits from Caparo India into charitable endeavours.

The Foundation has established the Ambika Paul School of Technology in Jalandhar, India. Lord Paul has taken an interest in international relations. He was appointed by the government to act as an ambassador for British business from 1998–2010. He was a member of the Foreign Policy Centre Advisory Council.



RAHUL BAJAJ

CHAIRMAN, Bajaj Auto

Mr Rahul Bajaj chairs the 92-year-old Bajaj Group. He is one of the most accomplished businessmen in India and heads the Bajaj Group of Companies, a leader in a variety of manufactured products and financial services in India and abroad including motorised two- and three-wheelers, home appliances, forgings, infrastructure development, material handling equipment, travel, general and life insurance and investment, consumer finance and asset management, and more.

With an MBA from Harvard Business School, Mr Bajaj took position as Chief Executive Officer of Bajaj Auto since 1968. He was elected to the Upper House of Parliament (Rajya Sabha 2006 - 2010).

Mr. Bajaj was appointed by the Government of India the Chairman (1986-89) of the Government owned domestic carrier, Indian Airlines. He is also a Member & former Chairman of the International Business Council of the World Economic Forum, Geneva and a Member of Harvard Business School's Global Advisory Board. He spear-heads the CSR initiatives of the Bajaj Group which include Jamnalal Bajaj Foundation and Shiksha Mandal and a number of social organisations including Bharatiya Yuva Shakti Trust and Ruby Hall Clinic, a large hospital in Pune as their Chairman.

Years of experience: **57 years**

ACHIEVEMENTS

- Recipient of the Padma Bhushan by the Government of India in 2001
- Alumni Achievement Award by the Harvard Business School and Life Time Achievement Awards from Economic Times, Ernst & Young and CNBC TV18.
- Appointed Knight in the Order of the Legion of Honour by the President of the French Republic.
- Conferred with Honorary Doctorates by 7 Universities including IIT Roorkee.
- Awarded the Jeevan Sadhana Gaurav Puraskar by the Pune University for 2002.
- First person to be inducted by the ICICI Bank and the leading automotive magazine, Overdrive, in the Indian Automotive Hall of Pride - 2003
- Recipient of the 1977 Export Award from the Federation of Indian Chambers of Commerce and Industry (FICCI)
- Recipient of 1985 Economic Times & Harvard Business School Association Award for Corporate Performance, CII Award for Quality and Reliability in 1984 & 1988 and for Technology and Innovation in 1985.

CHARTING THE PATH

After completing Master's in Business Administration from the famous Harvard Business School, Boston, USA, Mr Bajaj's first major responsibility was as a Chief Executive Officer of the Bajaj Auto Group in 1968. An ambitious man, he transformed the small auto company in a global giant. Under his leadership, Bajaj Group witnessed business transformations as it crossed the billion mark turnover in just a decade. The popularity of the Bajaj Chetak scooters grew as it had a 5 to 6 year waiting list.

Mr Bajaj's story is an embodiment of relentless hard work, determination, and continuous evolution. His greatest attribute is that he kept pace with the changing demands of time and survived the challenges of the fast-paced world. He ensured his company grew prolifically and existed as one of the most trusted names in India

According to Forbes, Mr Bajaj's net worth was estimated to be \$2.6 Billion and that makes him the 30th richest person in India.

LIFE LESSONS

"Every Business school today teaches family business. The basic principle comes to my mind are love, truth and nonviolence. You follow those and then there will be no problems. If you don't, then that gives rise to ego, selfishness, greed and pride. Be reasonable believe in give-and-take and don't be greedy.

Integrity and character matter. Without them, no amount of ability can get you anywhere. In addition, you need courage to make difficult decisions, and courage to oppose something if your conscience tells you that you are right. I have always been own man. My father, the late Kamalnayan Bajaj, instilled in me the need for integrity and ethical dealings in business and my stint in Harvard convinced me that our closed economy was an aberration, and one needed to be ready for an open economy. Throughout Bajaj's career spanning forty years at BAL, the company's commitment to corporate social responsibility has remained constant. Bajaj Auto has set up many 'Philanthropic Trusts and Foundations' which support community and rural development in the areas where its workers live, through funding efforts in primary school education, agriculture, and health care."



HCL

SHIV NADAR

FOUNDER AND CHAIRMAN, HCL ENTERPRISE

Mr. Nadar is the Founder and Chairman of HCL Enterprise, an \$8.1 billion global organisation with over 127,000 professionals operating from 43 countries. Nadar is credited with being one of the pioneers of the computing and IT industry in India. Under his guidance HCL has continued to ride the waves of the changing IT landscape for over 40 years and remain at the forefront of every technological revolution since 1976. While HCL started off as a hardware organisation, manufacturing the country's first indigenous computers and introducing them to the Indian consumer, it eventually evolved into a more comprehensive software services organisation. HCL is in fact one of the few global IT companies founded in the 1970s that remains in existence till date.

Years of experience: **43 years**

ACHIEVEMENTS

- In 1995 he became the Dataquest IT Man of the year. In 2005 he was bestowed with CNBC Business Excellence Award.
- In 2005, Nadar became a member of the Executive Board of Indian School of Business.
- In 2006 he received an honorary fellowship from the All India Management Association.
- In 2007, Madras University awarded him an honorary doctorate degree.
- In 2008, the Government of India awarded Nadar with a Padma Bhushan, the third highest civilian award, for his contribution to the IT industry.
- In March 2008, Nadar's SSN Trust declared the establishment of the seven Vidyagyan Schools in UP for rural students where free scholarships will be provided for hundred students from ten districts of UP.
- In 2011 he was counted amongst Forbes' 48 Heroes of Philanthropy in Asia Pacific.
- In April 2017, India Today magazine ranked Nadar #16th in India's 50 most powerful people of 2017 list. Nadar has committed more than \$1 billion to philanthropy.
- Shiv Nadar is a member of the governing board of the Public Health Foundation of India. This foundation was initiated by Rajat Gupta to "redress the limited institutional capacity in India for strengthening training, research and policy development in the area of Public Health".

CHARTING THE PATH

Mr. Nadar completed his pre-university degree from the American College, Madurai. He also has a degree in Electrical and Electronics Engineering from PSG College of Technology, Coimbatore. In 1967, Mr. Nadar began his career at Cooper Engineering, part of the Walchand group, in Pune. Mr Nadar then partnered with some friends and colleagues to start his own venture. These partners were Ajai Chowdhry (Ex-Chairman, HCL Infosystems), Arjun Malhotra (CEO and Chairman, Headstrong), Subhash Arora, Yogesh Vaidya, S. Raman, Mahendra Pratap and DS Puri.

Challenges and Risks

The initial enterprise which Mr. Nadar and his partners began was Microcomp, a company which focused on selling teledigital calculators in the Indian market. HCL was founded in 1976, with an investment of Rs. 187,000. At the time when there were just 250 computers in all in India, Mr. Nadar led a team that was passionate about boosting the growth of the IT industry. From designing India's first PC at the same time as global IT peers in 1978; to working on the Boeing Dream liner's Flight Management Systems now. In 1980, HCL ventured into the international market with the opening of Far East Computers in Singapore to sell IT hardware. The venture reported Rs. 1 million revenue in the first year and continued to address the Singapore operations.

LIFE LESSONS

- Mr. Nadar credits his success to the education and scholarships that he received during his early years.
- He has always maintained that access to quality education is the most potent tool of transformation and therefore, in 1994, he established the philanthropic - Shiv Nadar Foundation.
- The Foundation endeavours to create institutions of transformational education that will continue to influence and nurture the country's youth for decades to come.
- To this effect, the Shiv Nadar Foundation has established six institutions covering the entire spectrum of education, which aim to address the issue of quality in education, create lasting partnerships and have a strong research orientation.



YADUPATI SINGHANIA

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER,
JK Cement Ltd

JK Cement Ltd. is the creation of Mr Yadupati Singhania, heir of the reputed Singhania family. Back in the year 1984, Mr Singhania set up the first white cement plant using limestone, thus introducing India to international quality white cement. Since then, he has been instrumental in shaping and evolving the white cement industry in India. In 1987, the company became the first manufacturing entity in the world to install a fuzzy logic system to computerise kiln operations. Today, J K Cement has built its presence in both white and grey cement segments. It has five plants across Rajasthan and Karnataka. In 2014, the company ventured overseas at Fujairah (UAE) to set up a dual-process plant producing both grey and white cement. At present, J K Cement Ltd. is the second largest producer of white cement in the world.

Besides his major involvement with J K cement, he has been closely associated with several organisations like Kanpur Productivity Council, National Council for cement and building materials, Cement Manufacturers Association, Rotary Club, etc. He plays an active role in promoting education, reflected in his association with Lala Kamlapat Singhania Education Centre-Gotan; Dr. Gaur Hari Singhania Institute of Management & Research, Kanpur; J.K. centre for technician training, Kanpur, J.K. Industrial training centre, Kanpur. and more.

ACHIEVEMENTS

- Director of the Employers Association of Northern India.
- Member on the Boards of Governors of National Council for Cement and Building Material and Jodhpur Chamber of Commerce.
- President of the Kanpur Productivity Council.
- Member of the Managing Committee of Cement Manufacturers Association.
- District Governor of Rotary International and the President of Foreign Trade Development (India) Association.

Years of experience: **25 years**

LIFE LESSONS

A towering personality rooted in humility, the brilliance of his leadership lies not in commanding but in empowering employees. His wealth is the community he builds, his vision includes the entire country but his strength is his people. Several employees emotionally recount incidents where he helped them, without ever letting them know about it. Little wonder that the attrition rate at J. K. Cement is very low and in fact, his core team has stayed with him for over 3 decades.

Mr. Singhania's business philosophy stems from his deep-rooted nationalism and innate humanity. J K Group's vision is a reinforcement of his commitment towards building a strong nation and achieve a caring and impartial society, were values that were ingrained in him.

CSR initiatives have always been focused on generating positive socioeconomic changes. Swachh Ability Run was one such initiative that was aimed at promoting inclusion of physically challenged people as equal citizens and the Government's aim of Swachh Bharat. It drew its inspiration from the need to instill confidence in Divyangs and change the perception of society towards them. This gave them the opportunity to showcase their sporting abilities. It was organised across seven cities and witnessed over 12,000 participants.

not get any brownie points for being old and need to be continually upgraded. That is what the company did. Mr Singhania says, "There has been a general slowdown in the industry that is affecting everybody. From our own end, we have added new capacities, as old factories have a tendency to be inefficient. The realisation that we needed to upgrade our capacities was there all the time. It was just that we were not able to do things because of certain constraints. Once we were able to do it, we did it. We have to be modern and plants have to be efficient. Energy is a big cost factor as new plants consume much less energy. So, one has to be competitive and keep investing in modernisation. When you are financially strong, you can do it. So, 70% of our capacity today is new."

Although he had the early mover advantage in this segment, white cement is a niche design-oriented commodity where margins are more than five times that of grey cement. Mr Singhania foresaw this obstacle when setting up the factory. Today, white cement accounts for 37% revenues, among the highest in the industry. JK Cement is the second-largest player in this segment with nearly 40% market share. "You can say we sowed the seeds three decades ago and the result has been more visible in the last four-five years," he adds.

Government policies also came in the way as cement is one of the most taxed at 28% under the new GST regime. In contrast, steel, which has much the same use, is taxed at a much lower rate. "The industry has definitely a negative image. Taxes were always high."

CHARTING THE PATH

A B Tech from IIT Kanpur, Mr Singhania has played an instrumental role in the cement industry since the past three decades. He assumed the role of Managing Director and Chief Executive Officer of J K Cement Ltd since April 1, 2007 and. He served as the Chief Executive Officer and Managing Director of Jaykay Enterprises Ltd. (formerly, JK Synthetics Limited) from 1999 to August 30, 2014. He has been the Chairman of J K Cement Ltd since May 23, 2015. Mr. Singhania is also the Chancellor of Sir Padampat Singhania University. He serves as the President of Kanpur Productivity Council and member of the Board of Governors of the National Council for Cement and Building Material and Jodhpur Chamber of Commerce.

Challenges and risks

Situated in antique offices and heritage buildings, the company had to undergo infrastructural upgrades as, factories do



ADITYA BIRLA GROUP

KUMAR MANGALAM BIRLA

CHAIRMAN, **Aditya Birla Group**

At the ripe age of 28 years, Mr Birla took over as Chairman of the Aditya Birla Group in 1995, after the untimely demise of his father. Being at the helm of the Group, Mr Birla has boosted the growth trajectory of the US\$ 44.3 billion multinational Aditya Birla Group that has its operations across six continents in 34 countries.

Mr. Birla chairs the boards of all of the Group's major companies in India and internationally. He made 22 acquisitions in 17 years in India and globally, the highest by an Indian multinational in India—the most notable being the cement division of Larsen & Toubro; Indal from Alcan; Madura Garments from Coats Viyella and the chlor-alkali division of Kanoria Chemicals.

Years of experience: **23 years**

ACHIEVEMENTS

- Ranked number two in India Today's 'The High and Mighty - Power List 2018'
- 'Outstanding Businessman of the Year 2017' by CNBC-TV18
- GIL Visionary Leadership Award 2017 by Frost & Sullivan
- 'CEO of the Year Award 2016' by the International Advertising Association (IAA)
- Harish Mahindra Memorial Global Award for outstanding contribution to globalisation of Indian industry
- National Indian Business Icon Award from the Indore Management Association (IMA)
- NASSCOM's 'Global Business Leader Award' 2012.
- 'CNBC-TV18 India Business Leader Award 2012' for "taking India abroad".
- 'GQ Business Leader of the Year Award - 2011' from Condé Nast India, an affiliate of Condé Nast Global.
- 'CNN-IBN Indian of the Year 2010 - Business' for being the most outstanding business person and making a success out of most of the businesses including the sunrise sector.
- The All India Management Association's (AIMA), Managing India Awards 'Business Leader of the Year' 2010.
- The 'AIMA-JRD Tata Corporate Leadership Award' 2008.
- 'The Rajiv Gandhi Award' for "business excellence and his contribution to the country" by the Mumbai Pradesh Youth Congress, 2001.

CHARTING THE PATH

Mr Birla is a fourth-generation member of the Birla family. He took over as chairman and during his tenure as chairman, the group's annual turnover has increased from US\$3.33 Billion in 1995 to US\$41 billion in 2015 and US\$ 44.3 billion presently.

An educationist, Mr Birla is the Chancellor of Birla Institute of Technology & Science (BITS). He is chairman of IIT Delhi, IIM Ahmedabad and chairman of Rhodes India Scholarship Committee for Oxford University. He serves on London Business School's Asia Pacific Advisory Board and is an honorary fellow of the London Business School.

He also holds several key positions on various regulatory and professional boards. He was a Director on the Central Board of Directors of the Reserve Bank of India. He was Chairman of the Advisory Committee constituted by the Ministry of Company Affairs and also served on the Prime Minister of India's Advisory Council on Trade and Industry. He has restructured the businesses to emerge as a global leader.

Over the years, he has acquired manufacturing plants in Canada, China, Indonesia, plantations in Laos, and mines in Australia, set up new plants in Egypt, Thailand and China. Under his leadership, the Aditya Birla Group enjoys a position of leadership in all the major sectors in which it operates. He has successfully built an organisation, powered by an extraordinary resource of 133,000 employees belonging to 42 different nationalities.

LIFE LESSONS

- Leadership at all levels in the organisation as much as leadership at the top. It is about plugging in to the hearts and minds of people, rallying them around to a convincing and energising vision of the future, and increasing the creative ability of the organisation. The process of change is perhaps 90% about leadership and only 10% about managing.
- It is important to customise communication, so that different audiences within the organisation understand the message in its right context. When you succeed in the transformation, it is because your communication worked.
- You cannot have everyone setting the rules. People, who follow and implement the rules diligently, are required equally in the organisation.
- Bringing in people from organisations with different cultures, who have different skill sets can be useful, so long as they all bond with the basic values of your work place. Thus, moving far from homogeneity or making an atmosphere that grasps diverse societies and gives them wings while keeping the organisation established in its basic beliefs, can be a gainful exercise and a useful catalyst in the change process.
- Showcasing success and applauding it, is critical. It creates a surround sound that says we can do it, an ambience of an organisation in celebration and the impact of it can be quite astounding.
- An attitude of willingness to learn and assimilate from different cultures is an absolute must.



ANIL RAI GUPTA

CHAIRMAN AND MANAGING DIRECTOR, **Havells**

Mr. Anil Rai Gupta is the Chairman and Managing Director of Havells. Mr. Gupta has catered to the company's needs since 2006 and has also served as the Executive Director to the company since 1992 itself.

Mr. Gupta has pursued his higher studies from the Wake Forest University in North Carolina, USA. He holds an MBA in Marketing and Finance. His marketing strategies proved to be highly fundamental for transforming Havells from a family brand to a globally recognised electricals and consumer durable company.

2003 marked the year for Havells' success as Mr. Gupta led the company to diversify from being a sole industrial product. Like his father who believed in giving back to the society, Mr. Anil Rai Gupta, blessed by his late father started the mid-day meal program through the QRG Foundation. Mr. Anil Rai Gupta, hence, puts forward his belief in bringing out leaders that would serve the country through liberal arts. He is also one of the founding members of one of the first liberal Arts universities in India, the Ashoka University. His goal of securing the economic and societal goals of Havells has stemmed deeply through his own learning and beliefs, as he strives to make the company achieve greater depths in the coming years.

Years of experience: **27 years**

ACHIEVEMENTS

- Mr. Gupta is one of the founders of Ashoka University, a private liberal arts college in Haryana.
- He wrote a biography of his father, Havells: The Untold Story of Qimat Rai Gupta (2016), which was well received.
- Mr. Gupta was awarded an honorary doctorate by his alma mater Wake Forest University in 2017.
- All India Management Association's Emerging Business Leader (2017).
- In FY 17-18 Anil Rai Gupta has also been honoured with ET Family Business of the year.

CHARTING THE PATH

Havells has an unmatched marketing distribution in today's day and age and has henceforth, strengthened its leadership in the market. Run Mr Anil, the flagship Havells makes everything from electrical and lighting fixtures to fans, refrigerators and washing machines. Havells is a result of the vision of Mr. Qimat Rai Gupta who started it in 1958 as a small electrical trading business in Old Delhi's electrical market. Mr. Anil worked with his father in the company since 1992. He began his career in the marketing and sales division at Havells.

Challenges and Risks

Mr. Gupta's main challenge is now to maintain the image and legacy of Havells. He will also oversee QRG Enterprises Ltd, which operates hospitals and is a holding company of Havells. Havells today has a 6,500-strong dealer distribution network. Its product basket has also diversified to include cables and wires, motors, fans, power capacitors, lighting (CFL and LED), water heaters and domestic consumer appliances such as iron, mixer grinders and air coolers.

What's more, Havells has become a global player. In 2007, it acquired the European lighting company Sylvania, which was at the time one-and-a-half times its size, for a total consideration of Rs 981 crore.

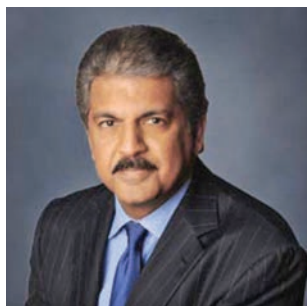
It recently picked up a 51 percent stake in Bengaluru-based Promptec Renewable, an industry leader in LED and solar lighting.

LIFE LESSONS

Mr. Gupta opines, "The most satisfying part of this journey is the transformation from a B-grade manufacturer, which was one of the smallest in the space, to the largest electrical company in the country. And, to be considered as the most premium for the consumer," says Anil, who worked alongside his father for 22 years since he joined the company in 1992 as a non-executive director.

Havells has already taken to solar. It recently picked up a 51 percent stake in Bengaluru-based Promptec Renewable, an industry leader in LED and solar lighting. Anil says water heaters as a category could be expanded to include solar water heaters and might also include water purification.

While he does not wish to share internal target numbers, he says the company has the potential to grow 2-3 times its current size in five years. "All you need to double the turnover is a 15 percent [compounded annual] growth in revenues over the next five years, plus a couple of acquisitions."



ANAND G. MAHINDRA

CHAIRMAN AND MANAGING DIRECTOR,
Mahindra & Mahindra Ltd.

Mr Anand G. Mahindra is a notable name among the business tycoons of India. A graduate with Honors from Harvard College, Cambridge, Massachusetts, in 1977, Mr Mahindra secured an MBA from the Harvard Business School, Boston, Massachusetts in 1981. On returning to India, he joined Mahindra UGINE Steel Company Ltd (MUSCO) as an Executive Assistant to the Finance Director. In 1989, he was appointed as the President and Deputy Managing Director of the company.

He is now the Chairman of the US \$20.7 billion Mahindra Group and the Executive Chairman of Mahindra & Mahindra Ltd. The third-generation business mogul, he has been listed in the Fortune magazine's World's 50 Greatest Leaders in 2014. Mr Mahindra also serves on several influential national and international bodies—UN Global Compact Board, Global Board of Advisors of the Council on Foreign Relations, World Bank Group's Advisory Board for Doing Business and the International Advisory Council of Singapore's Economic Development Board. He is currently on the board of Invest India, the National Investment Promotion and Facilitation Agency. He has been named in Barron's List of Top 30 CEOs worldwide (2016) and was a recipient of the Best Transformational Leader Award by the Asian Centre for Corporate Governance & Sustainability (2012). He was appointed 'Knight in the National Order of the Legion of Honour' by the President of the French Republic (2016) and conferred the 'Grand Officer of the Order of the Star of Italy', by the President of Italy (2013).

Years of experience: ~ **38 years**

ACHIEVEMENTS

- Awarded the Rajiv Gandhi award in 2004 for his outstanding contribution to field of business.
- Awarded the Business Leader award for the year 2008-09 by The Economic Times.
- Won the Most Inspiring corporate leader of the year 2007 by NDTV Profit.
- Ranked amongst the most influential men and women in Mumbai by Daily News and Analysis (DNA). Harvard Business School Alumni Achievement Award - 2008
- Ernst & Young Entrepreneur of the Year India award - 2009
- Global Leadership Award - US-India Business Council - 2012
- Entrepreneur for the Year - Forbes India Leadership Awards - 2013
- Sustainable Development Leadership Award - The Energy and Resources Institute (TERI) - 2014
- 'Social Media Person of the Year' by the Internet and Mobile Association of India - 2016
- 'Disruptor Personality of the Year Award' by Bloomberg TV India - 2016

CHARTING THE PATH

As the President and Deputy Managing Director, Mr Mahindra diversified the company into new business areas of real estate development and hospitality. His hard work, determination and efforts paid off and in 2003, he took on the additional responsibility of Vice Chairman.

Under his leadership, the Mahindra group set international benchmarks for success and made its mark as an aggressive competitor. Mahindra & Mahindra (M&M) recently shifted its focus on developing components and offering engineering services. It has also made strategic acquisitions and partnerships with international companies like Renault SA, France, Nissan and International Truck and Engine Corporation, USA.

Over the years, the company has evolved into a conglomeration. Its growing presence can be felt in real estate development, aerospace, retail, defence, energy, financial services, logistics and many more.

LIFE LESSONS

- 1. Always think big**
He had the passion to always dream big. The resources were at his disposal. His job was to make the thoughts materialise into reality!
- 2. Inculcate perseverance**
Without working hard to achieve, your goal will always remain a distant future. Mr Mahindra believes in the principle: try and try harder till you succeed. If he can do it, so can we!
- 3. Learn to resolve peacefully**
In most of the situations in life, you will have to remain calm and stable minded. He usually adheres to his terms and refuses to encourage lethargy and unproductiveness in his company.
- 4. Keep learning**
He believes in continued learning, no matter how old you are.
- 5. You must have a localised focus**
Mr Mahindra is not just an inspiration but a proud Indian who believes Indians have everything required to become the next superpower of the world.



ACHIEVEMENTS

- Leading neurologist in India
- Awarded the BR Ambedkar Award and Gem of India
- National Outstanding Citizen Award for his contribution to Healthcare
- Voted the best neurologist numerous times by various publications
- Started the first stroke centre in Gurgaon and first to use solitaire for mechanical thrombolysis in Gurgaon
- First bone marrow transplant for Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) in India
- First to start Deep Brain Stimulation (DBS) for epilepsy in Asia.
- First to publish role of Topiramate in migraine in India
- First to start stent based thrombolysis in North India.

CHARTING THE PATH

Dr Praveen Gupta, Director Neurology, Fortis Hospital is indeed an extraordinary doctor. He and his team work tirelessly and with immense passion around the clock to ensure best clinical solutions for their patients. As numerous patient videos on the Internet and Testimonials indicate, his strong clinical acumen, quick diagnostic ability and tremendous positive energy has helped bring them back to living a life they never thought was possible.

He is at the forefront of innovation and has brought the use pacemaker in epilepsy in Asia. He is first to start bone marrow transplant for Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) and other autoimmune disorders like Multiple Sclerosis (MS) in India. First to publish use of Topiramate in migraine from India. He is passionate about educating people to understand and uproot diseases at its onset.

He is a frequent speaker at International and National conferences and also conducts training for pharmaceutical majors internationally. His immense ability to multitask yet maintain a diligent focus on each task along with the capability to implement modern scientific techniques to structured scientific fundamentals helps him create solutions that are customised for each patient.

DR. PRAVEEN GUPTA

DIRECTOR NEUROLOGY, Fortis Hospital Gurgaon

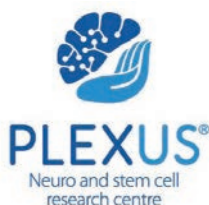
Dr. Praveen Gupta, Director Neurology, Fortis Hospital Gurgaon is one of the most successful and leading neurologists in India. His sharp acumen and constant endeavour to push boundaries ensures that his patients recuperate and live better and healthier lives, sets him apart from other doctors in his field. Dr. Gupta's immense experience and the strong domain knowledge has helped him develop a unique approach to treating complex conditions by adopting new variations and different lines of treatment. Dr. Gupta's expertise and popularity draw an overwhelming number of patients not only from various parts of India but from across the world.

Dr. Gupta is an MBBS and MD in internal medicine from MAMC and finished his DM in Neurology (2005) with a gold medal from AIIMS. In his career he has already established three departments of neurology in large corporate hospitals namely Paras Hospital (2006) Artemis Hospital (2009) and Fortis Hospital (2014). He started Gurgaon's first dedicated stroke centre and is making a comprehensive epilepsy and autoimmune disorders centre at Fortis. He is at the forefront of research and innovation in neurology and has many notable achievements to his credit. He also runs a charitable clinic for poor patients amidst a large corporate hospital.

Years of experience: **18 years**

LIFE LESSONS

- Dr. Praveen Gupta's fundamental purpose has been to bring research evidence with domain expertise to create customised solutions for the complex conditions of his patients.
- Round the clock availability, sharp mind and cutting edge competence has enabled him to break barriers in neurology.
- He provides training and has been educating fellow clinicians and the public at large to improve their understanding of neurology.
- He has trained pharma professionals and worked as an advisor to many corporates and start-ups.
- His strong domain expertise, cross-functional expert knowledge and unique ability to create innovative solutions that can create affordable modern health paradigms and benefit masses.
- He is focused on developing new therapeutic solutions to treat neurological disorders.
- His energy and passion for excellence are driven by his need to continuously re-invent and create solutions for his patients that are sometimes beyond the rules of convention.
- Honesty and authenticity are Dr. Gupta's core values.
- His drive for excellence is fuelled by his desire to continuously learn, explore and find meaning beyond the obvious
- To be at the forefront of providing innovative treatments for complex patient conditions, Dr. Gupta continuously keeps updating himself with the latest research in neuroscience.
- He lives a life of alignment with his passion and purpose.
- A constant endeavour to learn and push boundaries and do new trailblazing stuff inspires Dr Gupta to pursue neuroscience with the passion of a life long student
- His grounded approach, ability to connect to patients and provide them with an opportunity to live a better quality of life not only makes him an extraordinary doctor but also an outstanding individual.



Dr. NA'EEM SADIQ

FOUNDER AND DIRECTOR,
Plexus Neuro and Stem Cell Research Centre

Dr Na'eem Sadiq is a highly regarded neurologist and stem cell specialist. He has an experience of over 30 years, has treated close to 300,000 patients of various neurological and neuropsychiatric disorders, and is now conquering the world of stem cells. Dr Sadiq studied neurology and neurophysiology in London and worked with some of the eminent medical institutions in the Middle East before he set his landmark in India. In India, he worked in NIMHANS, the hub of Neuropsychiatry, where he became the heartthrob of his patients.

Today he is the proud recipient of over 50 national and international awards that make him the best Neurologist and Stem cell specialist, not only in India but pan-Asia. He has also been awarded the Times excellence award for service excellence in Neurology in December 2018. He is not only an excellent doctor but also a great leader. He along with his motivated team of rehabilitation professionals make the best combination for Regenerative Rehabilitation for patients suffering from debilitating and degenerative neurological conditions.

Years of experience: **30 years**

ACHIEVEMENTS

- Signature Healthcare Personality of the Year 2019.
- Best stem cell research centre in India 2018.
- Times Health Excellence Award for Service Excellence in Neurology, 2018
- Iconic Achiever's Award 2018
- Transformance India Leadership Summit & Awards 2018.
- Awarded as the most trusted stem cell specialist of the year 2018.
- National Icon Award and Certificate presented by APS research and media consumer research and process evaluate, IBARC California
- Awarded the Leader of Neuro and Stem Cell Therapy in India 2017
- The Leader of Neuro and Stem Cell Therapy in India, awarded at the Rising Leadership Awards in 2017
- Awarded the Icon of the Year Award 2017.
- Awarded at India Excellence Summit 2017.
- Asia's Most Preferred Stem Cell Therapy Center
- Best Neurology & Stem Cell Centre of 2017.

CHARTING THE PATH

Dr Sadiq started Plexus Neuro and Stem cell research centre on August 15, 2011 with the vision of making it the leading healthcare service provider recognised globally for excellent patient care, advanced stem cell therapy and comprehensive rehabilitation services. Plexus caters to a wide range of neurological conditions which are degenerative in nature. The treatment of these conditions is often described as "fighting a losing battle" by Dr Sadiq who aims to revive the daily functioning of these patients for whom mundane day-to-day tasks are Herculean in nature. Apart from in-patient rehabilitation services, Plexus offers miraculous recovery from a number of conditions on an out-patient basis. The treatment model comprises of a holistic approach which is patient-specific and combines a variety of therapeutic interventions to achieve the desired results. The mission statement of Plexus is its guiding light—to help individuals with neurological impairments to overcome their diseases and disabilities in the shortest possible time. The aim is to enhance and restore the functional abilities of patients and improve their quality of life.

Today, Dr Sadiq is the proud recipient of over 50 national and international awards that make him the best Neurologist and Stem cell specialist, not only in India but pan-Asia.

LIFE LESSONS

His honesty, love for punctuality, passion and clarity are some of the many distinctive characteristics that make him an alien in today's world. He is highly regarded and loved by his patients who express their gratitude to him in different ways, for instance, a young patient with Parkinson's disease for whom Plexus was a life changing event wrote "Dr Sadiq, you are amazing and full of positivity. Thanks a lot for changing my outlook & being my mentor. May God bless you and you continue to make people's life easier with your charismatic & spiritual touch!"

Apart from his undiluted devotedness towards his work, his love for fitness and positive mental health are aspects that deserve great attention. He is a gym enthusiast, and a professional boxer who loves to binge on healthy high protein diet. He is a man who was born a Muslim but he chose to follow his own religion, the religion of 'Humanity'. He believes that all religions are different versions of the same story that talks about 'goodness' and are different stories with the same moral. He does not differentiate between humans based on any other criteria except that they are either 'good' or 'bad' depending upon the deeds they perform. Due to his distinct thinking he is thought of as a 'rebel' by some and a great 'spiritual leader' by many.



B RAJESH NAIR

PROMOTER CHAIRMAN & MD,

Convenient Construction Consultancy Pvt Ltd

Mr B Rajesh Nair completed his B. E. (Civil) from M.A.N.I.T., Bhopal. He also has a PGDM in Personal Management from IGNOU. With sheer hardwork and talent, Mr Rajesh has grown through a series of roles in the real estate market moving from an engineer level position to the leadership role of CEO and Executive Director with central India's leading Retail Real Estate Company. He is a member of AIMA, IAPPA, Indian Institute of Bridge Engineers and the Indian Institution of Valuer. He has been at the helm of a corporate organisation as a CEO until 2010 after which he took the plunge in to entrepreneurship by offering consultancy services in Design of MEP, Structure and Project Management. Mr Rajesh started Convenient Construction Consultancy Pvt Ltd 8 years ago. The company provides project management services, structural design services and strategy planning among many others. These services are provided across sectors where clients are offered one-stop solutions. With his expertise and experience of leading a reputed company, Mr Nair has a wholesome understanding of the clients' needs and creates cost-effective business plans to achieve it within the stipulated time. He also identifies possible stumbling blocks in advance to tackle them and complete projects in record time .

Years of experience: **33 years**

LIFE LESSONS

Mr Nair draws inspiration from Mr Narayan Murthy for his simplicity and hard work that created an iconic organisation such as Infosys. He says, "In the initial years of the organisation, we decided to allot sweat equity to our employees. This decision was taken as I firmly believe that organisations will only grow when the leaders foresee growth in a way that shares profit with the team. In an organisation, the team is an important pillar of any organisation. Organisations should foster a healthy culture and keep their employees happy as there may be many directors or leaders, but unless the team is not kept satisfied and is not taken care of, the organisation won't grow. Team members that are associated with the organisation for long terms should be rewarded with shareholdings. My objective is to see that this organisation is a professionally-driven organisation and that post my retirement, the organisation will be led by the second in command or the next generation of employees and not by the family or my partners' family. Succession in terms of merit is supported in my organisation. As leaders, we look at some of the employees climbing up the ladder and taking over the organisation and running it. That's the inspiration I gained from Mr Narayan Murthy."

CHARTING THE PATH

The zeal behind Mr Nair setting up a company was to provide the construction industry the best in consultancy services. The idea was to give present an opportunity to a wider audience of developers and promoters involved in industries other than real estate alone to collaborate with the best-in-class services.

Challenges and risks

The biggest challenge in the Indian Real estate industry is that it is still very unorganised. Also the acceptance of professionals in the field of consultancy has been picking up only in the last decade or so. Mr Nair started his career from a grass root level and grew to the position of a CEO. This journey was tough to scale and demanded many sacrifices and sheer determination and hard work.

Having led a company, for Mr Nair, being an entrepreneur was equally risky. This decision involved moving out of a comfortable corporate life and plugging into the uncertainties of entrepreneurship. To add to the woes is the growth of construction industry which has slowed down since 2008. The risk at all times is related to the liquidity in market across all verticals of construction. There is a constant fear of promoters running out of cash thus affecting the projects, leading to delayed completion, and even projects turning NPA at times and stressing the promoters further. But through all these ambiguities, being straight-forward and maintaining transparency in all his business relationships has helped him triumph over them and emerge as a leading light in the industry.



DR. DEVENDRA SINGH YADAV

MBBS, DMRD, DNB (RADIO-DIAGNOSIS)

Dr D S Yadav is a renowned radiologist known to the city for last 30 years. He is also CMD of Modern Diagnostic & Research Centre. He did his graduation from Medical College Rohtak and then joined the Indian Army. He did his post-graduation in radio-diagnosis from Army Hospital, Delhi Cantt.

He is a pioneer who has introduced the latest techniques and diagnostic equipment in Gurugram. Almost every diagnostic modality in the city has been first introduced by him. It is his vision which has made Modern Diagnostic the topmost diagnostic center in not only Gurugram but in Haryana. He was awarded Rajiv Gandhi National Unity Award for outstanding achievement and services in year 2009. MDRC is the pioneer in the field of imaging and pathology in the city. When Dr Yadav started this journey in the dusty town of Gurugram 33 years back nobody would have imagined that this town would become a city of skyscrapers and would be home to people from all over the world. The journey which started with an X-Ray machine and a small lab in the year 1985 has reached the stage where he has two full-fledged independent centres in the city with several units in hospitals located in different parts of the city.

Years of experience: **40 years**

ACHIEVEMENTS

- NABH accredited Imaging Centre
- NABL accredited Lab
- Recipient of Business & Service Excellence award 2012
- Recipient of Business Service Excellence award 2013
- Healthcare Excellence Award 2014
- Times Healthcare Achievers Award
- Global Quality Award 2015

CHARTING THE PATH

At a time when the healthcare of Gurgaon was in its infancy, MDRC started its operations from the New Railway Road in the year 1985. The journey which started with an X-Ray machine has reached a stage where MDRC today is in top league in terms of the range and quality of diagnostic facilities with more than 2500 tests done in house. There are two independent fully equipped centres located across the highway at New Railway Road in main city and one in Sector 44 near HUDA city centre. Both the centres are spacious and have complete range of diagnostic facilities in fields of radiology, cardiology, pathology and general health. The experience and patient loyalty gained over the last 33 years has made MDRC the number one diagnostic facility in the state of Haryana and NCR. It is because of their dedicated Doctors and high end equipments which help them solve the diagnostic dilemma in complicated cases that they get from all over Haryana and the NCR region as well as international patients.

Doctors at MDRC bring with them highest level of knowledge and experience in their respective fields. The paramedical staff is highly qualified, well trained and motivated to deliver the best experience to their patients. The other support staff is caring and passionate about their work in order to achieve complete patient satisfaction.

Modern diagnostics has expanded its facilities by running the diagnostic services at many other hospitals in the city. The footprint is expanding and now they have crossed national boundaries and have facility in Nepal, UAE and Africa .

They have been totally committed to providing high quality service using the latest technology available. They have invested heavily in the latest equipments & technology. All of this has been possible due to the unstinted faith of their patients and clinicians. The best of the equipments mean nothing if not utilised properly and Dr Yadav is proud of the position MDRC has reached over the years due to the hard work of his team of Radiologists, Pathologists, Technicians and the support staff.

All the installed X-Ray and CT Scan machines are AERB (Atomic Energy Regulatory Board) approved. They have expanded their services from imaging to molecular diagnostics. Their lab services covered a vast area of molecular diagnostics, cytogenetics, histopathology, identifying genetic abnormalities in foetus, New Born Screening for metabolic and genetic disorders etc.

LIFE LESSONS

Anything can be achieved with hard work and dedication

Have a big picture view of life and understand what the real problem is

True wealth is measured by the quality of work done

Be compassionate and understanding

Everyone Is A Sum Of Their Experiences

There's Always A Better Way To Do Things

Traditional portrayals of cancer are being superseded by a new framework classification that looks into the chromosomal aberrations, genetic abnormalities and molecular derangement of malignant tumours with the advances in gene sequencing. MODERN oncogenomic division plays key role in cancer diagnosis and treatment through the cutting-edge application of genomics and bioinformatics. Modern is committed to providing quality diagnostic services in all fields of healthcare using "team science" approach.



BIJENDER SINGH

LAWYER, **Bijender Singh & Associates**

An Alumnus of Delhi University, holding a degree in LL.M and enrolled with the Bar Council of Delhi since the year 1997, Mr. Bijender Singh has been consistently appearing before the Hon'ble Supreme Court of India, High Court of Delhi and the parallel High Courts in other States. He possesses more than two decades of Legal Practice under his sleeve and his scope of work ranges from Criminal to Corporate and Commercial Matters.

His practice of 22 years emphasises on litigation that pertains to matters of Constitution, Civil, Criminal, Taxation Laws and also Commercial Transactions. The clients Mr. Singh has represented includes Government Bodies and Public Sector Undertakings including National Fertilizers Limited, the Ministry of Railway (Railway Board), State Trading Corporation, Indian Railway Catering and Tourism Corporation, Assam Urban Water Supply and Sewerage Board (Statutory Body), Guwahati Municipal Corporation, National Textile Corporation, Bharat Heavy Electricals Limited, Central Bank of India, Yes Bank and Punjab National Bank. He is presently on the panel for Central Government in the Supreme Court of India, Punjab National Bank, State Bank of India, and Dedicated Freight Corridor Corporation of India. Apart from Corporate and Individual clients he has also assisted clients in their inter- corporate issues at the pre-stage of litigation.

Years of experience: **22 years**

ACHIEVEMENTS

- He has successfully led the first ever election for recognition of Trade Unions at Zonal Railways.
- In the year 2012, he successfully brought about the effective clearance of all of a Public Road, in illegal operation, in Guwahati, Assam.
- He triumphed in persuading the Hon'ble High Court of Delhi to grant the right to a Female Bhumidhar to transfer her bhumidhar rights by way of Will.
 - He succeeded at various land disputes like Trust lands also defended Wakf properties and properties belonging to Temple sharks.
- He had the privilege to assist the Public Prosecutor on behalf of the Lal family in the infamous Jessica Lal murder case.

CHARTING THE PATH

Through his firm, Bijender Singh & Associates, Mr Singh consistently pushes to deliver the best services for the clients. Armed with a team of his associates and 22 years of experience, the firm provides solutions to complex legal problems and tailors the needs of both businesses and individuals. They confidently resolve disputes and provide assistance and effective and efficient solutions at every step.

Mr Singh has successfully led the first ever election for recognition of Trade Unions at Zonal Railways right from the drafting of rules, formation of election committee, and also defending various challenges to the rules and election processes in 2007 by as many as 80 Trade Union associated with the Indian Railways and finally reclaimed the power of Indian Railway Establishment to fix a minimum percentage for recognising a Trade Union. He was also a Member of delegation invited by the Hong Kong Ministry of Law in the year 2010, to assist in framing Arbitration Rules. In 2012, he successfully brought about the effective clearance of a public road, in illegal occupation for more than two decades, in Guwahati, Assam.

In 2012, he triumphed in persuading the Hon'ble High Court of Delhi to grant the right to a Female Bhumidhar to transfer her agriculture land by way of will.

Mr. Singh has also tackled issues pertaining to land and has had the honour of being personally invited by the Collector of Ambala District, Haryana to consult and to defend the fraudulent claims by various high and mighty who took hold of the land of the Ambala Municipal Committee by way of transfer. In addition to having a successful stint at the Supreme Court and the High Court(s), he had a remarkable journey at the Trial Courts and has had the privilege to assist the Public Prosecutor on behalf of the Lal family in the infamous Jessica Lal murder case.

LIFE LESSONS

- Without doubt, Mr Singh strives to build a relationship with his clients.
- The firm's very foundation emanates trust, confidentiality and every such nuance that an attorney-client relationship enjoys.
- He is a focused problem-solver who understands the challenges that each case presents and effectively brings solutions to the table.
- He has a knack for exposing frauds, be it documentary or otherwise at micro and macro-levels.
- In the ever-changing corporate scenario, he is capable of protecting and securing huge funds flowing into or out of the coffers sanitising the very route of the multi-billion investments.
- It is his sincerity of purpose, courage and conviction, which brings glory so well deserved by the legal profession.



RAJEEV SAUMITRA

FOUNDER AND DIRECTOR, **Paramount Coaching**

Mr Rajeev Saumitra, a well-known educationist, founded The Paramount Coaching Institute in 2005. The institute was established with a view to achieve excellence in education and thrive in competition. Paramount Coaching has evolved into a unique fraternity of educators and students striving together, year after year, in pursuit of a single goal. With a passion to excel, the institute is at the cutting edge of real learning. Today, it is known as the most specialised institution of its type in the country, performing consistently at high levels and has acquired the rare distinction of achieving the highest success-rate in competitive exams. The expansion of Paramount provides true nurturing ground to all the aspirants preparing for their future goals.

Mr Saumitra is also an expert of Geography and well-known mountaineer. He has scaled the world's highest peak Mount Everest including the highest peak of Europe and Africa. Mr. Saumitra has already climbed six highest peaks of the seven continents in the world. Only Mount Denali in North America is left in his mountaineering quest. Distinguished author Aneesh Bhanot has included Mr. Saumitra among 23 inspiring personalities of the country in his book entitled "Inspiring stories of successful personalities in India". He has been honoured for these illustrious achievements. A postal ticket has also been issued in respect of Mr Saumitra.

Recently, under the guidance of Mr Saumitra, the institute began coaching students in law. Since the past decade, Mr Saumitra has been the guiding light, nurturing the institute as the head of the family. He also set a tradition to deliver a motivational talk before every batch begins to boost the morale of the students.

Years of experience: **14 years**

ACHIEVEMENTS

- Awarded Best Coaching Institute Of Delhi-NCR by the Educational Standard and Testing Council of India.
- Best Coaching Award in 2016 and 2017 by public talk of India; and Icon of the Year Award by Brands Academy.

CHARTING THE PATH

The Paramount Coaching Institute was founded by Mr. Rajeev Saumitra with a view to establish a benchmark institution to achieve excellence. Over a period of time, Paramount Coaching has evolved into a unique fraternity of educators and students striving together, year after year, in pursuit of a single goal. With a passion to excel, the institute has raged with the dynamism of a river, which constantly renews itself and yet remains unchanging in its resolve to reach its ultimate destination.

A journey lasting over 13 years, it has acquired the rare distinction of achieving the highest success-rate in the Competitive Exams. The faculty of Paramount Coaching is composed of experienced educators, competent administrators and dedicated researchers. Students at Paramount are groomed by a committed, imaginative and gifted core faculty wherein tasks are designed in a way that sets the students free

from the rigidities of highly ritualised, bland, and indifferent teaching methods. This is the gap that the Paramount Coaching strives to remove by promoting learning as the first step: with the ultimate aim of making the personalities bloom like flowers and carry the aroma of freshness of their ideas and creativity wherever they go. It is precisely because of this sense of commitment that the Paramount name has become a living legend among the students for success in Competitive Exams.

Paramount Coaching enrolls candidates possessing the necessary potential to compete at the competitive examination. Candidates are expected to have taken an interest not only in their special subjects of academic study but also in the events which are happening around them, both within and outside their own state or country as well as in modern currents of thought and in new discoveries, which should rouse the curiosity of well-educated youth. The clarity of vision is the most important element in a positive personality. Their effort is not only to provide the students with a road-map to effective learning but also to reassure them of our motivating company during their journey on the road to success. Most students feel that the experience at Paramount is not only innovative but also unique.

LIFE LESSONS

It is important to dream but it is even more important to work for it as there is no magic wand in the world that can turn a dream into reality. It takes the courage to dream the impossible, the determination not to give up when you do not succeed and the hard work to cement the desired success. Here are some objectives:

- Impart quality education to meet the needs of profession and society, and achieve excellence in teaching-learning and research.
- Attract and develop talented and committed human resource, and provide an environment conducive to innovation, creativity, team-spirit and leadership.
- Facilitate effective interactions among faculty and students, and foster networking with alumni, industries, and institutions.
- Practice and promote high standards of professional ethics, transparency and accountability.



Mr. Deep Malhotra (CMD) with his two sons
 Left side Mr. Gautam Malhotra (Director)
 Right Side :- Mr. Gauravh Malhotra
 (Director)



DEEP MALHOTRA

CHAIRMAN AND MANAGING DIRECTOR, Oasis Group of Companies

Mr Deep Malhotra is described as a passionate, disciplined, creative, and independent entrepreneur with strong interpersonal skills who works closely with people, to build great relationships with teams, customers, suppliers, shareholders, investors, and more. He set up the Oasis Group of Companies, a highly reputed conglomerate with diverse interests that include distillery, liquor retailing, hotels, export and power. Mr Deep Malhotra draws inspiration from his father Late Shri Om Parkash Malhotra who had set up the liquor retail business since 1950. The retail business which was started in 1950 as a modest beginning of entrepreneurship by Late Shri Om Parkash Malhotra bloomed into a big venture of 600 -700 retail vends which gave him exposure to the IMFL business and the first distillery was commissioned under his guidance. His sons Gauravh Malhotra and Gautam Malhotra have followed their father's footsteps. Mr Gauravh Malhotra, aged 38 years, is the elder son. He holds the position of Director in the group companies. He completed BBA from University of Western Sydney, Australia and actively looks after the day-to-day management of the group companies. He has a keen interest in brand development, product launch, marketing and sales besides looking after the company's large retail and operations. Mr Gautam Malhotra, aged 36 years, holds the position of Director in the group companies. He actively looks after the operations of the distilleries situated at Ambala and Indore besides ENA and IMFL exports and Delhi Foreign Liquor market and Uttar Pradesh.

ACHIEVEMENTS

- In 2018, the Association of Chamber of Commerce and Industry in India (ASSOCHAM) has recognised and awarded two prestigious awards to the group.
- Their brands, OPM Vodka won 24 International awards, and All Seasons Connoisseur Collection Reserve Whisky won 14 International awards.
- Denver International Spirits Competition GOLD 2018 (USA)
- Berlin International Spirits Competition GOLD Awards 2018 (Germany)
- World Spirits Award 2018 GOLD (Australia)
- SAN DIEGO International Wine & Spirits Competition 2018 SILVER (USA)

CHARTING THE PATH

Having understood the nuances of Indian IMFL business during teen years, Mr Deep Malhotra wanted to establish his own liquor production facilities, generate employment opportunities, and contribute significantly to the state exchequer in terms of revenue. He always aimed to become a successful entrepreneur.

The Oasis Group of Companies, a fast-growing conglomerate with annual turnover of Rs. 1700 crore has diversified operation in the fields of alcohol manufacturing , bottling of Indian made foreign liquor, hospitality, and exports. It is one of the largest producers of Grain Neutral Spirit in the country owning five state-of-the-art grain distilleries and four own bottling units and an additional eight bottling arrangements across the country. With a presence in 14 states, the group supplies international quality grain-based alcohol, which is supplied to Diageo, Pernod Ricard, Allied Blenders and other established liquor houses. The thrust on exports of Bulk spirits took the Group to greatest heights and group became the highest exporter of ENA from India to Africa and other Countries. As a part of their expansion strategy, the company plans to further increase its spirit production capacity and increase the BII and BIO portfolio to be abreast with growing demands and ahead of changing times. The group has recently signed Mr Sanjay Dutt, a known Bollywood Actor, as a Brand Ambassador for All Seasons Connoisseur Collection Reserve Whisky, which has won 14 International Awards.

Challenges and risks

Mr Malhotra says, "Professional life offers new challenges and opportunities everyday and the same are resolved with courage and

Years of experience: **45 years**

LIFE LESSONS

Mr Malhotra says, "As an entrepreneur, having the rich experience of IMFL industry coupled with sharp business acumen, a 'go getter' attitude and foresight with aggressive risk taking ability is what makes me unique."

passion for work with utmost honesty, that is what makes the difference." While the green field acquisition was under consideration, the group was implementing another New Distillery at Bhatinda Punjab and collectively during this period the group expansion was multifold resulting into the commissioning of three new distilleries during fy 2013-2014.

Identifying market opportunities

Mr Malhotra adds, "Multinationals are ruling the roast in the Indian liquor industry for a long time. It is time for domestic companies to make its mark in the market and give foreign players a run for their money in the respective IMFL segments. The local companies understood and responded to the market conditions much better than their foreign competitors. Oasis is ambitious to bring some desirable changes in India's Fuel and Energy sector with its highly anticipated Ethanol-based and renewable energy project, which will help our country to cut on imports on account of fuel costs."



DR. SHAHNAZ AHMED

CHAIRPERSON, Springdale High School

A keen observer by nature, Dr. Shahnaz Ahmed has put her heart and soul to spread the wings of quality education over a time span of 35 years through a series of continuous experiments—by regularly attending seminars, conferences, training sessions, both nationally and internationally, encouraging her staff members to get trained, and most importantly, through a system of mutual trust, faith, harmony, love, compassion and goodwill.

She has watched the growth and development of the institution right from its fledging stage. She is open to picking up something productive and interesting from every single part of the globe she has visited, and the knowledge, wisdom, expertise and foresight that she has gained from her frequent travels have always contributed to the progress and expansion of Springdale as a school. She has always focused on imparting child-centric education, with the motto to develop a child's mind, body and soul.

She is involved in social activities and was the former National President of Country Women Association of India (CWA) for 3 consecutive terms of 10 years each. She has worked for the empowerment of women, values of equality and dignity for all, over the past years. She has also worked in many education programs for children and women.

Years of experience: **Over 35 years**

ACHIEVEMENTS

- Recipient of International Educator Award 2019 present by CEDF at Dubai, UAE.
- Won Asia's Finest Educator 2018-19 by Humming Bird (P) Ltd.
- Won Star of Asia Awards 2018 for Excellence in Women Entrepreneur Category presented by Global Leaders Foundation.
- Won Iconic School Leader at Global Teacher Awards 2018 presented by AKS Education Awards.
- Won Nelson Mandela Global Peace Award-2018 for Excellence in Social & Public service.
- Life Time Achievement in Education by Global Women Achievers Awards 2019.

CHARTING THE PATH

She says, "Love for children and the proper technique of teaching them has always been my priority. Maria Montessori method of teaching has always encouraged me to start something for the betterment of the society and the children. Bringing new teaching methods in the society and helping both students and parents adapt to the innovative learning has been a struggle. Transforming my traditional classroom into a blended-learning environment that provides a more personalised learning experience for each of my students has been the biggest struggle I had to face in my life."

Challenges and risks

Ms Ahmed worked with sheer determination to ensure quality education is provided. She says, "Starting an institute in a place where people follow the same normal academics was itself a challenge. I have moved from a normal day school to an innovative school. I have encouraged my teachers to get trained and help them understand the capabilities and potential of every student and helping them to learn according to their capabilities. Mindsets of people, including teachers, students and parents, challenges of multi curriculum teaching, sustaining long hours of work for all the stakeholders, giving it corporate quality standards, and corporate quality assessment procedures for teachers—all this was an uphill task. Through ups and downs, highs and lows, with immense passion and nurturing, our institution has grown into this beautiful 'Tree of Life'. But with strong will, determination and leadership, Springdale High School stands proud to be one of the Best CBSE Schools in Assam.

Identifying opportunity

'Education is not a preparation of life- Education itself is life'. Today's education is making students to become robots. Students are asking- 'How can I be heard, what should I study to get a job'. Students need to be heard, loved and understood. Seeing the students struggling in their academics and not being understood, she realised that she should start a school that will give more emphasis to child-centric education. She stepped out of her comfort zone and recreated the classrooms to encourage every child to enjoy learning. The happier the child is, the more productive the classroom is and the more productive the classroom is the more productive the school is.

LIFE LESSONS

"I lay strong emphasis on imparting strong moral values and social responsibility in my pupils. As a person I believe that education will make each one self-reliant, humanistic, compassionate, and above all a fine human being. Widely travelled in the field of education, I have attended the Omersion into Finnish K-12 Education organised by Jyvaskyla, Finland in 2016; have visited schools under John Hopkins University, New York for Brain Targeted Education under Edu Excellence with a special delegation to USA. I have also attended the Education Queensland International in the Principal's Leadership Building Professional Development Program with the Department of Education and Training Queensland, Australia. I have attended the International Education Professional Development Seminar at the State University of New York at SUNY OLD WESTBURY in 2016. I have been a Part of the 'Journey Back to School', a 3 days' professional development program and has been to The Doon School, Welham Boys' School and Welham Girls' School, with Edu Excellence, 2016. I have attended many seminars and conferences held on Education in different countries."



DR. ABHINIT GUPTA, COSMETOLOGIST AND TRICHOLOGIST

Beauty lies in the eye of the beholder, says the age behold saying. The progress of science has made the statement redundant. Beauty lies in the hands of a talented cosmetologist and trichologist. The spectra that conjures up is of 34 year old Dr. Abhinit Gupta of Bhopal, who studied at the esteemed GCTA in Australia. @012 saw him catapulted to fame when he was awarded the Indian Health Care Excellence Award. His Endeavour to create a more beautiful world started with his anti-ageing clinic Poison which now has branches across Bhopal, Indore, Raipur, Jaipur, Mumbai, Ujjain, Pune and Nasik.

A passionate and driven individual from a middle class background, Dr. Abhinit is a handsome bachelor, who has come as a Godsend to many people in this country who suffered from insecurity about their looks. His clinics are temple to aesthetics. The staff is empathetic and the mental and physical well-being of the patient is above all. His path breaking technological innovation in skin whitening tools and hair transplant and weaving has revolutionised the beauty and wellness industry. It has given a new life to many who had given up hope. But the ambition and drive of this soft-spoken and rooted Doctor is not to build just a brand but also to make sweeping changes in the society. A social activist he believes in the power if education and encourages the young generation to study hard and build a base before taking a plunge in the glamour world.

Apart from this, he runs his clinic with the name of Poison anti aging clinic pvt.ltd. Poison skin clinic is being introduced to help guide people towards the finest methods to rejuvenate the self and soul and has been crafted to deliver overall beautiful. Using FDA approved advanced technology; the poison clinic specialises in total body aesthetics. His goal is to identify these problems and help your body repair itself.

Years of experience: **10 years**

ACHIEVEMENTS

- Recipient of the champion of change award from Muppavarapu Venkaiah Naidu Vice-President of India for Swafai Abhiyan in Bhopal.
- Best Skin Care and Hair Clinic in 2012 by Shashi Tharoor.
- Skincare and Hair Clinic Award in 2013 by Shrikant
- Healthcare Excellence Award in 2014 by Soha Ali Khan
- Icon of the Year Award In 2015 by Amar Singh and Mikha Singh
- Doctor Bollywood Award in 2016 by Raveena Tandon
- Quality Skin Care Award by Karishma Kapoor
- Champions of change Award in 2018 By Hon'ble Vice President of India.

CHARTING THE PATH

Poison Anti Aging Skin Clinic is the fastest growing Beauty Clinic chain in India. It is head quartered in Bhopal. First Centre started in 2009 in Bhopal. After a grand Success given to the Beauty Clinic by people of Bhopal, the clinic took Bhopal to the national level by having 12 Centers all across India. It bagged many national level awards given by the likes of Shashi Tharoor, Kapil Dev, Chetan Bhagat etc.

You may be Wondering why the Beauty Clinic's Name is kept as "Poison". That is because at their Beauty Clinics they remove any obstacles to Beauty may be it be tanning, pigmentation, Wrinkles, Hair thinning or baldness, scars, unwanted birth marks, unwanted tattoos, unwanted hair etc. You name any obstacle to Beauty they will remove it and will give you scintillating looks. Very recently the Group has diversified to Hospitality Industry by acquiring a Disc cum Pub cum Restaurant at C21 Mall. It is named as Poison Club. Now their Poison Club wants to remove stress from people's life and would like to give great customer experience.

LIFE LESSONS

- The best way to spend money is by investing it.
- The opposite of success isn't failure, its inaction
- Work isn't really work if you love what you do
- Setting high standards for yourself is a competitive edge
- Asking question that seem obvious isn't a sign of incompetence.
- Choice fatigue is real and must be mitigated when possible



S. K. SAHU

BRANDING EXPERT & SERIAL ENTREPRENEUR

Mr. S. K. Sahu is a seasoned independent entrepreneur with ~ 20 yrs. experience in the media & publications industry. Mr. Sahu possesses excellent Leadership, Sales, Marketing and Interpersonal skills. He is best known for his consulting work with SME organisations across India. He is Commerce graduate from Jodhpur University and possesses MBA in Marketing from Shivaji University. He started his career with Indiacom and later started his own publication. A passionate blogger and travel enthusiast, he is currently one of the most sought-after Branding Expert in the country. As an expert, based at New Delhi he has been providing consultancy to various organisations for requirements pertaining to branding, marketing, franchise, innovative business strategies, retail, new ventures, digital set up etc. During his career of 20 years, he has been instrumental in promoting 200 products, FMCG, diamonds, garments, telecom, security, automation, solar, foods, luxury, lifestyle, healthcare sectors Pan India with least expenditure and exemplary success.

Years of experience: **20+ years**

ACHIEVEMENTS

- Consulted more than 30 companies and increased turnover by 500%
- Successfully completed NAAC Accreditation Consultancy to more than 120 colleges and universities
- 3 times Winner of Most Promising Entrepreneur Award
- Created many domestic and international event properties in UK, UAE and Thailand
- Has been Content Provider to many A rated Indian TV channels.

CHARTING THE PATH

He joined Indiacom, a leading publication house based in Maharashtra in the year 2000. An entrepreneur at heart, by 2002 he had founded his own publication company and started with printing business directories for the North Indian markets. The work done in the publication sector introduced him to the digital world of Branding and Marketing. This allowed him to set-up businesses in publication, branding, pharma, entertainment, event production and other advisory services. He has helped set up more than 25 companies which have been successfully running for over 10 years now.

Mr. Sahu specialises in helping start-ups, SMEs and even individuals develop themselves into brands. He helps his clients manage their strategic communications requirements through cutting edge online marketing, social media and traditional PR and media relations management services. The He

is an expert in developing and executing unique promotional concepts and create platforms for clients to showcase their achievements. All major campaigns and projects managed by him have been extremely successful that has helped him to transform into a reputed branding professional. He has also conceptualised and produced various television shows on entrepreneurship and branding.

His latest venture includes financial and investment consulting for HNIs across India and overseas. He also is an expert in the areas of brand strategy, licensing, enforcement and protection.

Mr. Sahu is a self-made man who has risen to great heights despite all odds. He is also associated with the Lions Club and has been a key resource in driving their campaign against Diabetes.

Celebrities and experts from various fields associate themselves with Mr. Sahu's ventures because of the immense media exposure and opportunities for brand endorsements. He is one of the few experts in India who are committed to provide unparalleled recognition and exposure to the efforts of individual professionals, start-ups, SMEs and fast-growing organisations in contributing towards the economic growth of the country and generating employment for Indian youth, while establishing a credible business for them.

Mr. Sahu ideas really can help companies can really benefit from unique branding as a way to stand out from competition; especially since 50% fail in the first year and 8 out of 10 entrepreneurs don't make it past 18 months.

LIFE LESSONS

- Mr. Sahu's father, was perhaps, one of his earliest and strongest inspirations in life. An air-force professional, Mr. Sahu's father was a thorough gentleman. He always believed in the power of strong family values and ensured that his children adhere to the principles that he followed all his life.
- Mr. Sahu feels that one is never too old or too experienced to learn something new every day. He feels true passion and commitment is the key to real success in life. Hard work always pays off.
- Mr. Sahu says "To become successful in the true sense, one must be able to identify opportunities and work towards them with persistence".
- As per him, one must learn from their own experiences as well as others.
- To be truly successful in this dynamic world, one must be ready to embrace change. Change is the only constant and key to one's success.
- Life is a game, which we must learn to enjoy whether we win or lose.
- Rich people invest time and resources in developing skills that are of high demand while ordinary people are satisfied with the instant benefits and pay little attention on up-gradation of skills.
- Luck is an excuse for those who fail and a sign of humility for those who succeed in life.



RAJIV MALHOTRA

DIRECTOR, Malhotra Cables P Ltd

Mr. Rajiv Malhotra is a focused and humble person since his childhood. His inner conscious was always very active and he used to see the world with kindness and gratitude. Besides being good in studies, he was a sincere and ambitious child and socially active within his friends circle. He always had a great regard for his parents and love for his younger brother. He worked with full sincerity in all these 20 years at every position of his company. He has always been a very good learner, whether from his own experience, his customers or his associates. He has seen many Automotive Industries globally and tried to transform the best points to his own company.

His life goal is to build world class organisation which is recognised globally with best business practices and high moral values. He always believes in "One should always be Motivated by the people close to you and also from your Competition."

ACHIEVEMENTS

- Awarded as Icon of the Year by leading magazine in India.

CHARTING THE PATH

After completing his education in 1998, Mr. Malhotra joined his family business of manufacturing automotive cables for after-market or Tier 2 automotive suppliers run by his father Mr. Jagdish Malhotra. Businesses in India in the 90s were unorganised and person-centric. Mr. Rajiv Malhotra strived to change this way and after intense training under the guidance of his father for 2 years, he started reforming his company from a typical family-owned business to a corporate, professional organisation. His primary focus was to transform his company from person-driven to system-driven. In 2000, he achieved his primary goal by certifying his organisation as ISO 9001 & QS 9000 company, a feat that was unheard of in those days, especially for after-market suppliers.

After creating robust systems in manufacturing with latest technology and building efficient teams, he slowly moved towards marketing. He understood the need of the hour is to remain in the main stream supply chain of OEM Business as after-market business did not offer much potential due to technical changes and changing customer demands. He formulated a strategy by approaching automotive makers (four wheelers, two wheelers and commercial vehicles) as well as OEM wiring harness makers at the

same time. He built the very best R&D Centre with help of few customers to cater to the technical demand of all new age vehicles. He created excellent relationships with his direct customers as well as automobile manufacturers by building a team, which focused only on new age products and cost-effectiveness by maintaining the highest grade of quality and customer satisfaction.

Under his leadership, Malhotra Cables Pvt Ltd achieved great heights in terms of revenue and profitability. Revenue of the company, which was Rs. 36 million per annum in 1998 increased to Rs. 10800 Million per annum in 2018 from one plant to five plants at Delhi, Haryana, Rajasthan and Chennai. Under his leadership, the company achieved many customer approvals from various automobile manufacturers like Maruti Suzuki, Tata Motors, Ford, General Motors, Volkswagen, Mahindra, Renault Nissan, Toyota, Honda Cars, Fiat Chrysler, Volvo, Ashok Leyland, Hero Motors, Honda Two wheelers, Bajaj Motors, TVS Motors and many more and supplying directly through the Wiring Harness makers like Yazaki, Aptive (formerly Delphi), Furukawa, Dhoot Transmission, Minda Group, Fujikura, Lear, Napino Automotive and many more. Malhotra Cables Pvt Ltd is now ISO/ TS 16949, ISO 14000 & OHSAS 18000 Company. Apart from this, Mr. Malhotra is representing India as an expert for all International Standard Organisation (ISO) meetings for creating new standards that are more feasible and environment friendly for end users.

Years of experience: **20 years**

LIFE LESSONS

One of the biggest risks that I have taken to achieve my goals, which finally turned out to be the biggest lesson is to step out of the comfort zone. When I joined my business, we were pretty well established in after sales market but I foresee growth in OEM supplies. There was a situation back in year 2000 that we need to choose one, as expectations of After Sales Market and OEM was totally different and with great courage I choose to focus only on OEM supplies and follow my passion. Today I can say very proudly, that my decision was right and we are the No 1 supplier of Automotive wires in India. With my experience of 20 years I have learnt many lessons but the outcome of these lessons are--

1. Take Chances
2. Built Trust
3. Be Humble
4. Be Yourself
5. Think Ahead of Time
6. Never Give up
7. Learn from your Mistakes
8. Do what can't be Done



HEMA HARCHANDANI

MANAGING DIRECTOR AND FOUNDER,
CANVAS INTERNATIONAL PRE-SCHOOL

Being a commerce graduate from the University of Rajasthan, Hema Harchandani has reached the milestone of a founder through various career paths. She has worked in Banking, Life Insurance and Financial Distribution sectors and her last role was the Head of Sales for Geosansar, a company which has spread the financial services to the bottom of the pyramid. A visionary and an inspiring woman entrepreneur, she founded Canvas.

Canvas today is for parents seeking quality early education for their children. Under the guidance and leadership of Ms Hema Canvas is today making giant and confident strides in becoming the best school in early learning. PSED (Personal, Social and Emotional Development) technique developed and implemented by Canvas ensures that the child is confident and self-assured in managing his/her behaviour, make's friends with other kids and shares his/her time with them through interactions and games.

Years of experience: **15 years**

ACHIEVEMENTS

- Hall of Fame Award 2019 for Top 50 Franchised Pre Schools in Asia by ECA (Early Childhood Association)
- Indian Education Awards 2019 for Emerging Early Child Play school Chain - North at Delhi
- Education Excellence Award 2019 as Best Innovative Early learning and Child Development Chain of Schools
- Global education Awards 2018 as Emerging PreSchool Chain Of the Year by Diya Kumari (Princess of Jaipur)
- Women of the Future Awards 2018 in Education sector
- Indian of the Year -2018 for Outstanding Contribution in Education Sector
- Emerging PreSchool Brand of the Year by Bollywood Celebrity, Ms Shilpa Shetty
- Principal and Teachers award 2017 & 2018

CHARTING THE PATH

The zeal to build a strong and skilful future generation to lead India onto the path of immense success and progress, and a dream to start something of her own, Ms Hema chose to enter in the education sector. She wished to make

an impact on the nation's future by building a strong foundation for today's children. With a background of an Insurance sales person, she realised the importance of education and ensured that no child's education will be hampered due to any casualties or accidents caused to the parents. She founded Canvas International Pre-schools in 2016. She started her journey with one school and now has 25 schools and 1500 kids across Rajasthan and Madhya Pradesh. This venture has helped her come closer to the children and above that helped her create a small world of creative and innovative learning. The pillars of a great institute stands firm when the visionary behind it always aims high, works hard, and cares deeply about what they believe in.

Canvas is a brand of preschools created on exploring creativity, innovation, and fun-filled learning, which emphasises on the development of a child in all aspects of life. The philosophy behind Canvas is to give the children freedom and space to open their wings of imagination and fly off to become the best version of themselves. Ms Hema believes that every child is different and should be treated with the same perception in mind. Therefore, Canvas has drafted a curriculum with 1:10 ratio of teacher and students. As a young leader managing one of the fastest growing preschool chains in North India, Ms Hema believes that she is supposed to constantly innovate in providing quality education in pre-schools, which would establish Canvas as a leader in early child care education.

LIFE LESSON

- Ms Hema's grandmother was an admirable principal and since her childhood Hema used to accompany her at times and desire to do for society in education sector. Sales was where she started her career.
- Initially, it was very difficult for her to do insurance sales where majority of the agents or sales staff were men. She says, "As a woman, there was greater acceptance to what I told customers and that is how I turned out to be a successful sales person in insurance for 15 years."
- With all the experience she ambioned to start up her own venture. Ms Hema admired the innocent children and wished to create a new world for our nation's children—a world that allows them to explore the beauty and experience the joy around them. With this motto Canvas International Pre School was started in 2016. However, Ms Hema believes if we put in hard work and are true to our dreams we will find a way to achieve it.



DS-MAX PROPERTIES

ACHIEVEMENTS

- Awarded Icon of the Year (2017).
- Recipient of the Young Achiever Award by Reality Plus.
- Recipient of the Jewel of India Award.
- Asia Service Quality Awards by APS Media (2016).
- Best Residential Real Estate Company In Karnataka – Right Choice Awards (2017).
- Best Real Estate Developer of the Year (2017) – National Choice Awards.
- Brand of the Year (Real Estate-2017) – By Real Estate & Infrastructure Round Table & Awards – Mumbai.
- Best Real Estate Company of the Year - By National Infrastructure & Construction Awards – Mumbai.
- Certificate of Excellence by Inc India 500.
- Infra Realty Achievers Award by All India Achievers Conference.

CHARTING THE PATH

KV Satish is a business management graduate from Visakhapatnam and heads DS-Max Properties, with a net worth of around Rs 2,000 crore. A decade ago, with Rs 1,000 in his pocket he reached Bengaluru and over the years realised his dreams. K V Satish started off marketing products like children's books, dictionaries and encyclopedias. He used to import them from China and Mumbai. In 2005, the real estate was at its peak in Bengaluru. He got into the

DR. HONS. K V SATISH

CHAIRMAN & MANAGING DIRECTOR,
DS-MAX PROPERTIES PVT LTD

Dr. Kilaparthi Velankany Satish, popularly known as KV Satish, is the Chairman and Managing Director of the Board of DS-MAX Properties Pvt Ltd, one of the premier real estate companies since 2007. Dr. Satish is renowned for his path-breaking and visionary contributions to the building of modern India through his pioneering role as a real estate developer and corporate leader. He holds a Master's degree in Business Administration from the Mysore University and has over 10 years of experience in the field of real estate and development. He has been a firm believer in corporate intervention in the social sector encompassing CSR and philanthropic activities like improvements in the living standards of construction workers, and providing basic education and healthcare facilities in adopted villages in and around Bengaluru.

Dr. Satish is the recipient of numerous awards and honours. He actively takes part in day-to-day business operations and plays a vital role in managing the overall affairs of the company.

Under his leadership, the company has maintained a steady growth in the last 10 years and has initiated 100 projects out of which 65 have been completed, 24 are at different stages of completion and 11 are to commence shortly.

Besides being a successful entrepreneur, he is also actively involved in various charity works through two charity organisations established by him namely Aashra Foundation and KVS Fans Charitable Trust.

Years of experience: **12 years**

promotion of flats and in 2007 he kicked off his real estate endeavours with two projects, followed by eight projects in 2008. At present, D S MAX has delivered more than 75 residential projects comprising of nearly 6 million Sq ft. and about 4 million Sq Ft, at different stages of construction in Bangalore since our inception in the year 2007.

DS-MAX Properties Pvt. Ltd. is an award-winning real estate development firm, based in Bengaluru. With a dream to 'Share the Joy of Living' across all sections of society, Dr. K V Satish set his foot on the realty industry with DS-MAX Properties Pvt. Ltd. Since its inception, DS-MAX Properties has been one of the most preferred and trusted realty developers in Bengaluru. The company's relentless effort towards innovation, quality management, attention to minute details, customer-centric approach and an uncompromising attitude towards quality in all spheres of our developmental processes have managed to receive overwhelming responses from esteemed customers time and again. Over the years, DS-MAX Properties has grown exponentially and is expanding its sphere beyond Karnataka.

LIFE LESSONS

Business is easy; people make it difficult. Real estate is not a one night stand, but rather a marriage. It takes five, 10 or 15 years to get to where you need to be. So really make sure that you partner with individuals where you have mutual respect and equal bigger picture thoughts. I've learnt that to grow, you need to take risks. You need to enter into uncharted territories and figure out a way to learn after you have committed to execution. There are bound to be mistakes and learning curves. Don't look at these as failures. Look at them as evolutionary events in your professional life cycle. Even if you're really lucky, getting a new idea off the ground will take twice as long as you expect. That's why it's so important to focus on the one or two things that actually matter. Drop any vanity project or something you're doing because it looks good in the press or it is something a competitor is doing. Your only real competition in the early days is yourself and your ability to focus.



DR. S N VINAYA BABU

CEO AND MANAGING DIRECTOR,
BIONEEDS INDIA PRIVATE LIMITED

Hailing from a humble background, Dr S N Vinaya Babu studied PU at Marimallappa, Mysore and then graduated from Bangalore Veterinary College in 1998. He then moved to Delhi for a civil service exam preparation but returned to work at Godrej Agrovet, Rallis India Limited and Aurigene Discovery Technologies for about 5 years. Here, he worked at studied at the same time. His veterinary graduation gave him a technical background for this entrepreneurial journey and working for 5 years enhanced his operational and management skills. His management education is solely built on practical applications. Being a promoter with a strong technical background, helps him make the right decisions with confidence, boosting the growth of the company. He is a successful serial entrepreneur and has received various national awards.

He is instrumental in terms of both strategic leadership and operational management in underpinning Bioneeds' growth and evolution over past several years. He has also published several research papers in national and international journals.

Years of experience: **18 years**

ACHIEVEMENTS

- Recipient of the Bharat Jyoti Award 2013.
- Recipient of the Bharath Gaurav Award 2014.
- Awarded the Business Leadership Awards 2017.
- Recipient of the Indira Gandhi Excellence Award 2013.
- Recipient of the Leadership Excellence Award 2014.
- Recipient of the Pharm Ratan Awards 2017.
- Recipient of the Raising Leadership Award 2017.
- Listed as one of the 50 Most Promising Entrepreneurs in *SiliconIndia* magazine in 2017 and *The CEO* magazine in 2018. Received the Most Enterprising Brands & Leaders of Asia Awards 2018.

CHARTING THE PATH

Dr S N Vinaya Babu shares, "If we are not able to achieve something in life, it will not be the dead end. Other opportunities always exist. We just have to explore it with right attitude."

Dr. Vinaya hails from a humble background. He was a moderate graduate who wanted to be an IAS officer and went to Delhi for civil service exam preparation in 1998. For five years, he worked as a scientist in various private firms in the industry, while burning the midnight oil to prepare for civil service. But when his dream of becoming an IAS officer went down the drain after failing the last attempt, a 28-year-old Dr. Vinaya was staring at the career of a veterinary professional with diminutive salary and no hopes of growth. After chasing such humungous ambitions, this occupation felt like a dead end of his life, until the avid reader within him came to fore. "Books like 'Stop Worrying Start Living' penned by Dale Carnegie and a few books written by Shiv Khera burst me out of the negative attitude towards life and placed my attitude and confidence. I still read books on personality development,

management techniques and spirituality, which guide me through day-to-day activities and keep me motivated to achieve more," avows Dr. Vinaya. As he started exploring other options, BIONEEDS came into existence with single employee in a 100 sq.ft.place.

Every entrepreneurial journey is filled with abundant peaks and valleys; finance is almost always the lowest amongst them. Being a first-generation entrepreneur with zero business background, it was particularly daunting for Dr. Vinaya to source his finance. Fortunately, his family, friends, and relatives provided him with economical and moral support in the initial stage. Though this scientist turned entrepreneur had no formal management education background, he built it on practical applications. While his veterinary graduation strengthened his technical background for this entrepreneurial journey, working for five years gave him hands-on technical, operational and management skills, which still helps him in taking right decisions with confidence for the growth of the company.

Today after ten years, catering to almost all major pharma, biopharma, agrochemical and medical device companies with his 220 employees, BIONEEDS stands tall as a Rs.100 crore company spread over 2,00,000 sq. ft. place in Karnataka (one in Bangalore rural district and another in Peenya industrial area). His uplifting rags-to-riches story has inspired many budding entrepreneurs to commence their own businesses, who often approach him seeking guidance, ideas and support. "I do give them as much as I can, not theoretically, but from my own experience," says a humble Dr. Vinaya. He encourages entrepreneurs with good business ideas with financial, management and infrastructure support, leaving them to focus on technical & business aspects.

LIFE LESSONS

"In the course of my entrepreneurial journey, more than an inspiration/ idol, books keep me motivated and guide me. Books on personality development, management techniques, and spiritual books are my guides for day-to-day activities.

I think differently—I apply logic, reason and emotional aspects in equal proportion to the solution of problems. I have an unusual amount of intuition when it comes to people, I am able to figure out motivations and intentions with a high rate of accuracy. Even with people whom I've had very little interaction. I don't fit in stereotypes very well. I'm often the odd one out in a group. I surprise people often with my reactions and perspectives.

I have a high EQ, which I feel is incredibly useful, particularly in my fields of management and life coaching, so I make a point of flexing and improving these skills. I love to read and have the ability to absorb and apply abstract principles, and transfer these points of learning to other fields and applications, which I'm told is a relatively rare ability. I love being different and surprising and not fitting stereotypes. I'm rather pleased to be me. I have a great self esteem and good confidence, which makes me willing to seek out and accept challenges. I'm not afraid of failure. In fact, I think it is an essential part of the experimental process that gets you to success."



Sudeep Garg

FOUNDER AND MANAGING DIRECTOR, **tapan group**

Mr Sudeep Garg dreamt of building his own empire since his childhood and he made his dream come true. He always read biographies of successful industrialist who are actually running the country and economy. This encouraged him to start his own corporate house, tapan group. A notable entrepreneur, he has always overcome challenges and is capable of transforming unfavourable conditions to favourable.



He was successful in breaking the perception of ghee, and made a place in the market as a healthy product. Today his brand Preet Lite is the best choice of millions of families, and they are getting lot of love in the market. Preet Lite is the healthiest cooking medium available today. The product is made after decades of experience and is a rich source of Vitamin A, E, Omega 3 and 6 with low cholesterol fat etc. It's ideal for cooking, frying and baking. It's better than ghee.

Tapan group has also stepped up in the field of media and fashion. Its Albiten T-shirts are sold online. It publishes the monthly magazine *Jeevan Nidhi* and daily newspaper *Sach Ka Ujala*.

Years of experience: **20 years**

ACHIEVEMENTS

- Hindustan Achievers Award given by Hindustan Times in 2017
- Times Brand Icon Award by Times of India in 2016 and 2018

CHARTING THE PATH

The tapan group has arrived at the status of being a leading group in the Indian market with emphatic success abroad also. Besides the diligence of the past generation, this group, led by Mr Garg, has made its name. It is engaged in manufacturing of cooking medium proprietary food. The company supplies in the national and international markets. The core values of tapan group remain quality assurance and customer satisfaction. The company aims to build brand loyalty, using state-of-the-art technology and focuses on pan-India prances. Mr Garg treats his employees like family. He considers society as a partner in their success and in turn, understands his responsibility towards the society. He founded Tapan Foundation a registered non-governmental organisation working in Agra district of Uttar Pradesh and Bharatpur district of Rajasthan. It aims to mobilise community efforts for the overall development of weaker and marginalised sections of Indian society.

Tapan Foundation is involved in activities like Women Empowerment through social help groups, educational activities for under privileged children, training to women in dairy farming, awareness camps on reproductive health, community health, aids, road safety, water conservation and environment issues.

Challenges and risks

As far as business is concerned, it is not easy to start one in India. Mr Garg fought against all hurdles and also had to adhere to certain stringent government policies that were not favourable towards setting up new businesses. He did not lose hope and was determined. At the time he wanted to launch the cooking vertical in his company, he had to take a big risk. He worked hard to prove against the stereotype of ghee being an unhealthy product. Soon, the company was successful in breaking the perception of ghee, and made a place in the market as a healthy product. Today, his brand Preet Lite is the best choice of millions of families, and has demand in the market.

Identifying opportunities

Mr Garg goes by this success mantra of marketing—where is a need, there is a market. If we can produce good quality products at reasonable prices and fulfil customers expectations, then the whole world can be our market. Don't sell what you want to sell but sell what the public wants.

LIFE LESSONS

- "I have love for my work and my employees. Tapan group is like a family, and being the head of this family, I consider it my duty to take care of all members personally."
- "We consider society as a partner in our success and in turn, we do social welfare activities through the Tapan Foundation."
- "My motto in life is hardwork with determination and good intention is the only way to get success."
- "We at tapan group work with utmost dedication and passion to deliver best possible products for our customers."



VIVEK TYAGI

FOUNDER AND CEO, TriFid Research

Mr. Vivek Tyagi is a young Indian business magnate, advisor and speaker who serves as the Founder and CEO of TriFid Research and Chief Editor at TaleNTed India. He is considered one of the most successful young entrepreneurs. He developed an interest in business and investing in his youth. Before pursuing Finance Management and graduating at the age of 19 he extensively dedicated his quality time and energy in understanding the nuances of finance from the very early age of his life.

His simplicity, broad vision, humbleness, professional aggression and extensive knowledge adds much value in his great personality. His leadership skill makes him a role model and he stand as an epitome for all.

Books about Vivek Tyagi - Happy with Zero about his early life, family, career, love and passion

Years of experience: **12 years**

ACHIEVEMENTS

- Fastest Growing Investment Advisory Company in India 2016 By INDO - UAE Global Investment Summit.
- Most promising Financial Services Company in India, 2015. By Brand Achiever (leadership and quality promotion council of INDIA)
- They are CRISIL rated and certified.
- Entrepreneur of the Year (Financial Services Sector) by EXCELLENCE AWARDS 2015.
- ICON OF THE YEAR - Financial Services at 35th ICON OF THE YEAR AWARD.
- Most promising Financial Services Company of the Year 2015 by The Pearl Blue (The Brands Academy) for Service Excellence in Financial Industry.
- The Best Investment Advisory Company of the Year- 2015. Awarded by IBN7, Business Leaders Summit.

CHARTING THE PATH

Mr. Tyagi initially showed interest in stock market, commodities, charts and starting investing his time and soul in it. With the help of his elder brother, he first invested in the stock market and earned profit, which boosted his spirit and he immediately knew his career path. He

continued investing in various stocks and commodities to understand the pattern of charts.

Even after being advised against investing in stocks, he kept his ground and proposed the initiative to educate the investors regarding strategies to be followed in the market.

On this note, he started TriFid Research in 2010, which is one of the leading Financial Investment Advisory Companies in India. It is a privately held financial advisory company registered with SEBI-INA000001290 (Securities and Exchange Board of India). TriFid Research does various types of research in the stock market, derivatives, commodities, forex and provides guidance to its clients to achieve their investment objectives. The company also provides 24X7 customer support to assist their clients online during market hours. They also conduct regular webinars (seminars) to keep their client aware and updated. Their market experts judge real time data and maintain the highest accuracy level of calls in all the segments. Mr. Tyagi has received many accolades for his great research work.

In 2017, he launched TaleNTed India, a digital media platform that visualises today's political presentation through cartoons named as TEL and TED. Apart from political views, it also includes entertainment news, talented tadka, talented view, talented talk show with eminent personalities, sports, events and many more. Within one year of its launch, TaleNTed India has become a sensational news portal liked by every generation.

He has carved a niche for himself in both the industries. He is winning the hearts and gaining popularity with double success in both fields. But he is a man of audacity, discipline and values. He owes all his success to his parents and family.

LIFE LESSONS

- Identify your core competencies
- Set long term goals/ Vision
- Understand your risk tolerance
- Control your emotions
- Handle basics first.
- Set your own standards
- The best way to spend your money is by investing it.
- The opposite of success isn't failure, it's inaction.
- Work isn't really work if you love what you do
- Setting high standards for yourself is a competitive edge.
- Asking questions that seem obvious isn't a sign of incompetence.
- Choice fatigue is real and must be mitigated when possible.



DR. NANDITA PALSHETKAR

OBSTETRICIAN AND GYNECOLOGIST

Dr. Nandita Palshetkar is an IVF Consultant and Director of 11 Bloom IVF Centre for over 25 years. When she was doing her masters in obstetric and gynaecology, she was torn to see two kinds of couples. One which wanted to abort and the other which were trying to conceive. Dr. Nandita wondered why she can't just take the pregnancy from one woman and place it in the other women who wanted to conceive. This gave her a reason to pursue the field of IVF which allows her to help couples who desire to conceive. A philanthropist at heart and an educationist, she has been working for the upliftment of the health of the community and has initiated the She's Ambassador programme with the underprivileged girls of Mumbai to instill leadership qualities and make them the ambassadors of good health and hygiene in their communities. She has played a significant role in setting up various reputed educational institutes which have helped in the empowerment of the youth of India.

Years of experience: **25 years**

ACHIEVEMENTS

- Dr. Nandita is the President of Federation of Obstetric and Gynaecological Societies of India.
- She is also the past President of Mumbai Obstetric and Gynaecology Society as well as the Indian Association of Gynaecological Endoscopists.
- In 2008, she introduced Intracytoplasmic Morphologically Selected Sperm Injection (IMSI)
- Inspiring Gynaecologists of India
- IMA Empowered Women Award
- Women Super Achiever Award
- Bharat Gaurav Award
- Frost and Sullivan Best Practices Award as IVF Service Provider Company of the Year, India 2013.
- She has been the Medical Director of 12 Bloom IVF Centers with her journey dating back to more than 25 years.
- She has contributed more than 100 chapters and papers, edited 13 books and delivered more than 34 orations.
- She has delivered over 700 talks and have multiple publications.

CHARTING THE PATH

She is an alumna of the renowned Grant Medical College Mumbai and has pursued her further education and training from the world-famous IVF units in Belgium.

Her greatest inspiration is her father, Dr. D.Y. Patil who is a philanthropist and an educationist. He came from a humble background and always helped people in whatever way he could. He inspired Dr. Nandita in a way that nobody could.

According to Dr. Nandita, the biggest risk she took was getting into the field of IVF. When she joined the field it was still in its infancy. The success rate in the 90's was only 10%. She always wondered whether she chose the right field.

Challenges and Risks

During her career she soon discovered that she had a particular talent for those areas of medicine that were more intensive and practical which are as follows- A high risk pregnancy might pose challenges before, during or after delivery. Special targeted ultra sounds & blood tests like Dual Markers, Quadruple markers, and NON invasive prenatal testing is done to keep a track that developing foetus is free from chromosomal abnormalities. A special test for patients with bad obstetric history and the role of low molecular weight heparin plays an important role in managing pregnancy till term. Dr. Nandita has contributed mark in all these areas.

LIFE LESSONS

- I love surrounding myself with young energy and I love having a young team around me. They are very insightful and full of fresh ideas.
- I enjoy the enthusiasm of the youth and they give me the energy to keep on going.
- Also I believe in including everyone while growing. This really improves the morale of my team and also helps develop a healthy environment in the clinic.
- Giving everyone the opportunity to grow is the only way, the field of IVF and development of the country can happen.
- I focussed my attention on building my communication, practical and surgical skills to the highest possible standard.
- I have been able to achieve a success rate of 50 to 60 % in the field of infertility. It gives me great joy to help these patients attain parenthood.



SARVESH GOEL

PROMOTER, **Mansingh Goel Group**

With more than 25 years of success in diversified business ventures, Mr. Sarvesh Kumar Goel, born in 1975 in a village in Haryana, to a business family, never lost sight of his goals even as he succeeded in establishing Timber Business in Lucknow at a young age of 18. His business achievements at such a young age were also recognised by 'The Pioneer' in the year 1999. He pursued a college degree in commerce from Lucknow University, but his real education began at his work place because education for Mr. Goel meant to learn more ways on how to augment his dreams.

Mr. Sarvesh Kumar Goel is leading his family businesses under Mansingh Goel Group, which comprises of agriculture, rice mill, cold storage, brick fields, coal and food grain trading establishments in Kheri and Shahjahanpur districts of UP.

A man of diverse interests, he takes out time from his busy schedules to pursue his creative interests as well. Mr. Goel firmly believes that all work and no play makes a person dull and therefore, he actively takes part in sports, drama and literary activities. He is an enthusiastic cyclist, a marathon runner, an environmentalist and very active on the social circle. He believes in living life to the fullest.

Years of experience: **Over 25 years**

ACHIEVEMENTS

- In 2018, Hon'ble Vice-President of India Shri Venkaiah Naidu presented the Champions of Change Award to Mr. Sarvesh Goel. The award constituted by the Interactive Forum on Indian Economy (IFIE), the Jury headed by Mr. K. G. Balakrishnan, former Chief Justice of India.
- Mr. Sarvesh Goel received the OYP Award 2013 (Outstanding Young Person) at National Level from JCI India.
- Mr. Sarvesh Goel received special commendation for his contribution in the field of education from Hon'ble Chief Minister of Uttar Pradesh Shri Yogi Adityanathji in 2018.
- 550 students of G. D. Goenka Public School, Lucknow, created history for conducting a 'DNA isolation' experiment simultaneously on October 5, 2018.
- In 2018, G D Goenka Public School, Mahanagar branch gets recognised amongst the top Pre Schools of India. Ranks No 1 in Lucknow and Rank No 5 in Uttar Pradesh by Education World.
- In 2018 G. D. Goenka Public School, Lucknow ranks among the top 50 Future Ready Schools in a survey conducted by Fortune India Group.
- Leading C.B.S.E. School in Uttar Pradesh by ASSOCHAM India National Education Excellence Awards in 2017.

CHARTING THE PATH

After joining the Mansingh Goel Group, Mr. Sarvesh Goel, a young entrepreneur, became an inspiring businessman and proved his mettle as he established a Call Centre, ventured into tiles trading, trade of stone and marbles, plywood, timber and a government contractor, in 10 years. And thereafter his dreams grew manifold. In the year 2010, he laid the foundation of a world-class school, G.D. Goenka Public School, in Lucknow, and the rest as they say is history because in a very short span of 5 to 7 years, the school carved a niche for itself amidst tough competition with the other prominent schools of Lucknow. Currently, G.D. Goenka Public School, is the top CBSE school of Lucknow and figures among the top 50 schools of India.

The school, managed by Nandini Educational and Charitable Trust, established in 2011, is a part of a successful national chain of premier schools. It offers holistic education from pre-nursery to Grade XII in a safe, sound and healthy co-educational learning environment. Nandini Charitable Trust was set up by Mr. Sarvesh Goel as he pursued to make a difference in the lives of people gravitated towards the field of education.

LIFE LESSONS

- A self-believer and a risk taking leader with clear goals and immaculate vision to pursue corporate, social contributions with particular emphasis in the fields of education, health care and environment.
- He believes that leadership begins at home. In this nuclear family generation, he still believes in the concept of a joint family.
- He believes in building relationships and makes efforts to sustain them for a lifetime. His business thrives on the phrase which he has coined himself, 'We are good and goodness is our business strategy.'
- Mr. Sarvesh Goel's mantra to a flourishing business empire has been building a team of people, who believe in their leader and his leadership, is a catalyst for growth.
- He is an individual who has a very happy demeanour. Helping others with his compassion, knowledge and wisdom is his religion.

"In life, run your marathon and do not get distracted by the sprint of others, never lose sight of your aim!" - Mr. Sarvesh Goel



YATIN GUPTA

DIRECTOR, **Wardwizard Solutions India Pvt Ltd**

Mr Yatin Gupte's main concern behind starting his company, Wardwizard was - Environment Conservation. When Mr Yatin was in his 20s, he was always struggling with many of thoughts in his mind related to environment conservation & Energy conservation. In this current urban scenario Environment pollution, Climate change is a major concern. He says that he was inspired by thoughts & vision of PM Narendra Modi on conservation of environment and his concern towards climate change. With the thought in mind of contributing atleast 1% for environment conservation, Mr Yatin started the company.

He came up with the idea of Electric Vehicles in the commercial segment but with affordable prices. His products offer innovation and have set a benchmark for quality in the Make In India EV products industry. Wardwizard the umbrella brand comprises of VYOM brand. VYOM range of products offers varied yet unique and innovate home and home electronic products that help to live an enhanced and healthier lifestyle in these changing times. It is all against the energy conservation .

Years of experience: **20 years out of which 4 years of entrepreneurship**

ACHIEVEMENTS

- Best Corporate Innovative Product 2019 (Wardwizard Solutions India Pvt. Ltd.) - Times Icon Of Vadodara.
- Bharat Gaurav Awardee 2018- Environment Conservation
- India's Top 500 CEO Award 2018- Benchmark Trust, TQV
- India 5000 Best MSME Award 2018 (Wardwizard Solution Pvt Ltd)- Benchmark Trust, TQV
- Award for Best Innovation in Automotive Sector- Franchise India
- Best Corporate Innovative Product - Wardwizard Solutions India Pvt. Ltd by Divya Bhaskar Eminence Awards 2019.

CHARTING THE PATH

To start a business I did not have capital nor did I have extra income to shore up cash reserves when needed. After completing my studies, I started with job. I simultaneously started saving with small pockets and started building business projects. This is how I reached the destination where I am right now. But I am yet far from where I wanted to be. To achieve this, on the one hand, I spent hours working and constantly travelling - at the cost of ignoring my personal life. Managing both personal and professional life got tougher.

Challenges and Risks

Wardwizard launched the JOY E Bike Launched Electric bicycle in

2016. When we entered the market this was a niche in the market for this product. We started doing a lot of product awareness programmes, events, exhibitions. So again building a brand in a new field from the scratch was also a challenging task.

Manufacturing of Electric Vehicles is a great opportunity for the automobile industry, academia and regulatory authorities to collaborate on sustainable growth. With the government's thrust on reducing the usage of fossil fuels like petrol and diesel such battery powered commute vehicle gains lot of prominence and importance. We accepted the challenge and took advantage of a golden opportunity.

In 2016, Wardwizard with JOY E Bike Launched Electric bicycle. We entered into Electric Vehicle market conserving Environment by reducing the carbon footprint by zero emissions, help in maintaining good health and fitness level.

In Oct 2018, launched JOY E BIKE Nanu Electric scooter Butterfly model.

In Jan 2019, launched JOY E BIKE Nanu Electric Scooter Honeybee model.

The Nanu E-scooter has a Sleek, compact design, appealing to all age groups and is available in attractive colors. The only e-bike of this size and design to be seen on Indian roads and is a definite eye catcher.

No Registration | No License | Eco friendly product | Tubeless Tyres | Auto drive & Auto cutoff | Security features operated with remote

In Feb 2019, launched with JOY E BIKE Gen Next E-scooter. In coming days we are coming up with Electric car which is under R & D to support the EV revolution as a whole.

Yatin Gupte, CEO of Ward wizard Solutions India Pvt. Ltd., sums up Offer products that help to make their life healthier, easier and secure; to facilitate global environment sustainability and environment conservation supporting EVs as a whole.

LIFE LESSONS

- I truly enjoy excelling and pushing myself to new tasks and challenges where I can learn and grow.
- I believe working in a team environment because good team work creates synergy.
- "We should not forget that it will be just as important to our descendants to be prosperous in their time as it is to us to be prosperous in our time."
- Never sacrifice your health for anything, not even success. Nothing is as important as your health and nothing ever will be .
- Don't be afraid to get started. Don't be afraid to start small. Everyone has to start somewhere, and you don't need a lot to do it.
- No matter where you go in the world, Respect every person you meet, no matter who they are or what type of status they hold, love them unconditionally.



SHIPRA SHARMA BHUTANI

DIRECTOR, **Capacita connect Pvt Ltd**

Shipra Sharma Bhutani is a first generation woman entrepreneur. She is alumni of IIM Calcutta. Earlier, she was a lecturer at Birla Institute of technology. She founded Jagan Raj professional studies (NSDC-funded training partner) that now has 70 centres in 10 states. It provides training to jail inmates, scavengers, war widows, and retired government officers. Capacita connect Pvt limited has 2 crore skilled, validated manpower from 38 sectors and 240 job roles, PAN india . With the help of AI , data analytics and psychometric analysis the perfect candidate is given to the industry . In just one year, Capacita has PAN india presence and per quarter growth is 30% . In a day, 1000 candidates are shortlisted on the portal. Oyo, Paytm, Zomato, Swiggy, TATA, Reliance etc are its clients. Ms Bhutani is also a blogger and a trained Kathak dancer.

She looks up to Steve Jobs who despite a lot of pain in his personal life , he excelled in his professional life . He was visionary and innovative. Ratan Tata and Kiran Mazumdar-Shaw too inspire her work.

Years of experience: **10 years**

ACHIEVEMENTS

- NSDC - (Government of India) Innovation and placement partner.
- CII industrial innovation
- She leads tech India by Facebook.
- Excellence in placement by government of Rajasthan.
- Bhamasha techno fund by government of Rajasthan.
- Recipient of Bharat Shiksha Ratan.
- Woman entrepreneurship award by Wadhvani foundation.
- Indo-American association woman empowerment, at festival of Globe, San Francisco.
- Ms Shipra is the Indian brand ambassador for She's Mercedes

CHARTING THE PATH

Based on her 15 years of experience lecturing at BITS and 70 skill centers in 10 states, Ms Bhutani realised that technology intervention is very important for rapid and vast expansion. Skilled manpower in india is scattered , diversified and lacks awareness. She knew that lack of connectivity and awareness is affecting the youth and industries. This is when Capacita Connect was launched as a game-changer to redefine recruitment. It does 40% of the HR's work. It reaches out to the youth and acts like an intermediary between them and the respective industries. Through the Capacita app, candidates are kept engaged and in the loop for opportunities. Capacita

saves time and money of both companies and trainees by replacing interviews with videos. It uses a B2B model and collects data from an institute and supplies it to industry.

Challenges and risks

"A woman entrepreneur in India faces four times more struggles and challenges as compared to men. Banks and other funding institutions are reluctant in giving funds to woman led companies due to which I had to get male co-founders and investors. Business is also said to be a man's forte in the society and women don't find that support. I also faced problems while networking as less invites are usually sent to women to business forums and associations. Family and society does not take the business of a woman seriously. It's very rare that a woman gets a man as a mentor. However, I overcame these obstacles and put in my savings to start my business. In just a year, I recovered my money. It was also risky for me to quit my safe and well-paying job as a lecturer at Birla Institute of technology but I did it because I was focused."

Identifying market opportunities

Capacita has identified the biggest problem of india - "unemployment" . Industry is suffering due to lack of appropriate manpower and on the other hand millions of skilled manpower is unemployed. Capacita is the virtual market place to connect the scattered , diversified manpower of India to the industry.

LIFE LESSONS

- 'Passion meets purpose.' Shipra Sharma Bhutani is the perfect combination—passion, purpose, persistence and patience.
- She says, "Based on the situation and need, I maintain the perfect balance of all the 4 Ps in life." Being a woman has its own set of limitations and challenges. For a woman the family is the sacrosanct, and after that comes her career. Biggest advantage in being a woman entrepreneur is that being a mother, she has intuitive and nurturing instincts this helps her to survive and perform during the difficult and bad days.
- Shipra feels that Indian market and society is still not favourable for woman Startups. It's time that things should change. My success mantr is, "Success and happiness is achieved when something inside us is more positive than all the negatives outside." People can copy idea , plan and execution but no one can take away my passion , hard work and vision from me



KAPIL KUMAR

PIONEER AND MENTOR: **Indian Salon Industry**

Kapil Kumar is a first-generation entrepreneur who envisioned an industry in a nation where the professional grooming and beauty industry was virtually non-existent, considered trivial, and certainly not worthy of mentioning it in society. His name is etched in the history of the hair and beauty industry and will be inked with gratitude and compliments of every industry professional who either got mentored or inspired by him or were encouraged by him in many ways. Born and brought up in a typical Delhi middle-class family, Mr Kapil had a tough baptism into life. Having lost his father at an early age, he dropped out of chemical engineering to take care of his mother and sister and carried the mantle of his father's business of manufacturing paint brushes. His penchant for learning pushed him to embark on the path of self education, something unheard in the 80s. Undeterred, Mr Kapil pursued graduation (distance learning) and MBA and specialised in his favourite subject of how to launch and create brands. Right from introducing a hair brush to a comb-dominated market to sowing seeds of each and every innovation, style, trend in various segments of professional hair and beauty industry, Kapil became the founder of the professional hair and beauty industry in India. Mr Kapil managed to change perspective about a routine profession. His key focus has always been—Innovate, Educate and Lead.

ACHIEVEMENTS

- Launched professional hair brushes, professional scissors, clippers, trimmers, straighteners, curling tongs, speciality shampoos, mousse, gels & sprays and taught stylists how to use them.
- Launched fashion hair colours and created the segment
- Gave the word 'SALON' to the industry - trained stylists, a new experience for the consumer
- Launched India's first unisex salon
- Launched India's first salon in a store
- Launched India first salon in a shopping mall
- Introduced the concept of retailing of products from salons
- Launched professional and retail hair treatment range of products
- Launched step-by-step manicure and pedicure treatments
- Launched skin-care treatments
- Launched air brush make up
- Launched camouflage cosmetics in India
- Launched nail care and treatments - created the segment
- Launched hair, skin, nail and make up academies, planting the seeds of education for professionals
- Pioneered the concept of integrating products & services in retail environment
- Introduced the concept of beauty & wellness to the industry.

Years of experience: **35 years**

CHARTING THE PATH

In the early 90s in India, going to a barber shop was just a morning ritual and for ladies it was an evening errand not to be shared. It was Mr Kapil's disruptive thinking and global vision that barbers were trained and groomed to become hair stylists. He gave India the brand umbrella called 'Salon'. It was he who took out grooming from the closet and created the first Unisex Salon with showroom styled ambience. He not only revolutionised grooming, he also opened doors of respect, honour and pride for persons working at these establishments. Today, being a hair stylist is a profession and going to a salon a metrosexual signature. Kapil's vision of a highly evolved professional hair and beauty industry started taking shape when the industry started looking up to him to launch products and tools and integrate education to ensure correct usage. Mr Kapil left no stone unturned to ensure all professional appliances become part of every salon, barber shop and beauty parlor.

Mr Kapil trained himself as a professional hair stylist, master colorist, cosmetologist and a nail art specialist in various countries like UK & USA. It was his enterprising strides that brought global brands to India under his tutelage and care. Today, he is ready to take the organic culture to a whole new premium level with unparalleled product ranges propelled by a mission to make beauty and wellness a life-transforming potion for everyone.

LIFE LESSONS

- Think Big enough to feel you can become a game changer. Mr Kapil's entrepreneurial life is based on this rule as it clearly emanates the self-made spirit with distinction.
- There is an enterprising professional in everyone. Respecting the other person next is one of his unshakable principles.
- Always be transparent and truthful, come what may. Many industry insiders echo that this is one of his strongest qualities.
- Keep learning with total humility. He defines this maxim in his own words, "Forever being a student is the best way to be ahead in whatever you do. Simply because your work discipline is forever evolving by your honest endeavors. Respect that truly and strive relentlessly to ensure this cycle is always in motion".
- Societal good must be an essential prerequisite of every business initiative.
- Wealth cannot be created unless it is shared. He believes that the best way to grow on a firm footing is to ensure that value creation transcends all levels of stakeholders.
- Paint your own story on a blank canvas.
- Never say die. He has never allowed failures or any negativity to affect his journey of innovation and leadership.
- Leaders create more leaders. Mr Kapil is a leader who empowers his team to ensure that more leaders come out of the ranks.



KARISHMA KAKOTI

FOUNDER AND LEAD DESIGNER, KA Design

Karishma Kakoti is the founder and the lead designer of KA Design. The leading interior design firm deals with the high-end luxury projects from residential, commercial and hospitality sectors all over India. She is an alumna of Amity University, Noida and has secured a gold medal in Bachelor of Interior Design in 2013. Recently, she was awarded thrice on a national platform—KA Design most innovative firm in National Icon Award 2018 felicitated by Sunil Shetty, Top 100 Designers in India by Deco Wood and, Leading Interior Designer Firm 2018 by India's Most Prominent Architect and Design Awards 2018. More recently, she was a recipient of the Young Icon award and was felicitated by Padmashree Pankaj Udhas Ji. Also received the Indian Leadership Award 2018, felicitation done by Ms. Soha Ali Khan.

KA DESIGN projects range from residence to offices and commercial space to hospitality and product art as well. Traditional Indian art, techniques are incorporated into design with a modern design aesthetic to create one of signature custom design for the luxury market that they cater to.

Years of experience: **6 years**

ACHIEVEMENTS

- Top 100 divas- DESIGN DIVA, DECO WOOD 2018
- India's Most Prominent Architect & Design Awards 2018 - Leading Interior Designer Firm in Guwahati.
- Indian Leadership Award 2018 - Young Female Entrepreneur of North East In Interior Designing.
- National Icon Awards 2018 - Most Innovative Interior Designing Consultancy Firm in Guwahati.
- Byatikram Group - Byatikram Youth Icon Award.
- Safalya 2018, Assam Talks Guwahati - Best Entrepreneur.

CHARTING THE PATH

Being from North East it was not easy as for her to take up Interior design course as at that time there were not many good colleges but her family always supported her. She says, "Since childhood, I was interested in designing, painting on oil and charcoal, I loved vibrant colours and decorating wine bottles. Northeast India is an emerging market and we did not have local designers who could represent Assam. As a designer, I prefer on being budget-friendly and believe in transparency. My first project was on Green Design Apartment in Guwahati. I

did my internship at an Architect Firm in Guwahati 2011, and also worked with Bobby Mukherjee and Associates. After graduation, worked for Marriott Hotels and Le Meridien which triggered my interest in hospitality projects. I have received several awards for my work. My firm, KA Design was also rated as No.1 Interior Firm in Guwahati by threebeestrated.com. We have completed projects in different parts of India such as Bengaluru, Delhi, and Mumbai. However, now we are focusing more on the Northeast part of India as we belong here."

Karishma also believes in women empowerment in the field of interior designing and appreciating, educating young designers to achieve their goals as most of her interns and designers are women. The ambitious woman adds, "I have also started a new journey into furniture segment. We have launched our first furniture segment but not in terms of using a rich fabric but yes in terms of rich taste and culture we have in North East. The first 'No Ka Butterfly' carries the meaning of NAGA fabric print in its decor and the fabric used in the sofa in a leatherite form. We also provide employment to the weavers and try to generate employment through our initiatives or projects."

Karishma also plans on opening the first KA Design School in Guwahati, which will help young designers receive the national and international level of education. It will not only help the young champs from Northeast to compete with national-level designers, it will also boost the carpenters, civil or other labours to reach the next level in their field.

LIFE LESSONS

"I am inspired every day. It can be something as simple as the orange shade of a sunset or jewellery ornament like gold or diamond, which I recently used as an accent colour for the model of a luxury watch showroom here in Guwahati. Beautiful objects are an endless supply of inspiration; an antique urn in a classic shape can provide the fuel for an entire showroom. I am a visual person, images often give me the map to my final design. I often flip through my favourite shelter magazines - Veranda, Elle Decor, Architectural Digest - to catch an interesting detail and to see what my eye is naturally drawn to. I like to break the interiors down, identifying how the room is pulled together. I would never copy a look nor will repeat the design that is already implemented but I like to decode the designer's process. I often draw on historical references and reinterpret them with today's materials in a timeless, elegant way. And when I am in need of more inspiration, I pack my bag and hit the road. I love nature and always thought to work ahead in my business and so I did research on Green Sustainable Design. During the initial years of my career, I started on my thesis which got awarded. I have implemented it on my first interior project in Guwahati. I would like to bridge this gap and bring all the modern and latest design in this part of world. I am fascinated with the peoples who are very much passionate about their career or job irrespectively of their profile. I follow the rule always- success is inevitable if you never give up. "If you are a cobbler be the best cobbler in town." My main focus for is to have my headquarter in Guwahati is that I belong from here and I would love to work with my own people and in the same time share my knowledge and help them improve in their sector too."



SEEMA SETH & ANNAND KHATPE Spaces Alive Interior Designers

Seema Seth, co-owns Spaces Alive Interior Designers, a Pune based interior designing firm with Annand Khatpe. The vision of their firm is to not just design spaces but bring life to them.

I believe that our home is a reflection of our personality and a place where you can unwind and relax after a hectic day at work.

As interior designers, we understand that an environment can greatly influence your mood and a good comfortable surrounding can enhance the quality of your life. We are passionate about creating spaces that are beautiful yet functional meeting your day to day requirements.

Years of experience: **20 years**

LIFE LESSONS

- Our never say die attitude. We'd work for 7 days a week, 18 hours a day if needed.
- I consider myself a self motivated, positive individual.
- Passionate about making surroundings beautiful & bringing good things into this world
- A strong believer of- "Make sure your work defines who you are"
- Designing with a big imaginary sign on the head that says "Everything in place and a place for everything"

ACHIEVEMENTS

- Having a vision to empower our clients' families providing them comfortable spaces that facilitate specially the mothers in bringing up their children in a safe, secure & comfortable surroundings.
- Coming from two completely diverse backgrounds, we have managed to bring our aesthetically appealing designs to functionality in life.
- Making luxury designs at an affordable price in residential projects has its own set of challenges that need to be addressed very carefully in a thoughtful manner.
- From furnishing the vanity van for Hrithik Roshan to consulting for Raj Mata Satara Palace, we have explored far and wide.

CHARTING THE PATH

Seema who hails from the quaint town Kashipur in the beautiful hills of Uttarakhand, graduated from Lady Irwin College in New Delhi. She then pursued her career as a teacher and taught in the prestigious All Saints' College in Nainital & Welham Boys School in Dehradun, before getting married to a Naval Pilot and settle in Goa. She has also lived in Mumbai for a couple of years before making a final move to Pune in the year 2004. After venturing into different fields like banking & hospitality, while decorating her home and bringing spaces

to come alive in her new house in Pune, she understood her passion lies in creating delightful surroundings for herself as well as for others. This motivated her to take up Interior Design education in the year 2005 to technically equip herself with the demands and requirements of this field. Since then she has designed and catered to many satisfied customers and hasn't looked back since 2007.

Annand is a graduate in hotel management from Ooty. After cruising around the world, Annand wanted to settle down in his hometown Pune and found his forte in making designs come alive for his clients. He took up interior designing to understand the basics of this growing field and since then has worked on various projects that stand out when compared to the conventional designs.

Together Seema and Annand understand each other's thought process and complement in their respective fields of design and execution. They go in great depth to understand the clients' lifestyles and preferences, whether it is child centric, age of the individual and functionality, all the details are taken into consideration while working on the design.

Challenges and Risks

While my contemporaries were already talking about winding up their lives I decided to delve in to the field of interiors at the age of 40. I realised after working in the banking and BPO industries my creative urge was not being met. I could not let myself go and had to do something about it. Hence, I got myself enrolled in the interior designing course.

I did not want to get tied down to an office job and wanted to do things at my own pace. So, I started making teak wood furniture for

which I got a very good response. Handling everything on my own was challenging. The market was not yet fully ready to give turnkey interior projects to a woman. Handling labour issues, dealing with the clients and several minute other details, the process to be here today has been a roller coaster yet fun ride. But with the expertise of my partner we're able to finally make it run like a well-oiled machine.

Stepping into a profession which demands high creativity, fast growing industry at midlife and making a choice about certain engagements in life was difficult.

Keeping our options open to adapting the changes and the trends that follow in the market. In a price conscious Indian market, we being a design based firm provide ample opportunities to our design conscious clientele who are looking for some revolutionary ideas related to their spaces.



SMARTGROUP

LIVING BEYOND DREAMS

DEEPAK CHOUDHURY

MANAGING DIRECTOR, **Smart Group**

Mr. Deepak Kumar Choudhury is a pioneering figure in Eastern Part of India's Business world. His strict adherence to quality and commitment helped him to stand apart from the competition. He has a vast experience in Real Estate, FMCG and Consumable Industry. He is leading Smart Group which has companies in various sectors such as Real Estate, Hospitality and Finance. All this has been achieved in a very short span of time. Thanks to his great business sense, he saw everything as a business opportunity. He started his journey as a Business Proprietor and continued to diversify his business empire into a limited Company in 2016 as Smart Housing Buildcon Limited. The Company is reaching the desired height. Mr. Choudhury is a self made entrepreneur who started his career with less than \$ 10 and today he is executing projects worth over \$ 1 billion. Smart Group is an unlisted closely held yet professionally managed company run by an experienced board of directors. Mr. Choudhury started his career as a Medical Representative, Worked As Area Manager, Regional Manager & Zonal Manager in Pfizer Ltd, Alkem Laboratories Ltd., FDC LTD. He later joined the Real Estate sector as Director and then started a company with different partners in Construction and Real Estate segments. A major milestones in his life was - Starting Smart Housing Buildcon Limited in 2016, Smart Cab in 2017, Jamshedpur Agro Industries Ltd. and Smart Group Hotels in 2018. Smart Group Hotels are owned and leased properties in different locations of India.

Years of experience: **Over 25 years**

ACHIEVEMENTS

- Awarded Entrepreneur Award in 2015 for his outstanding contribution in business
- Awarded the Best Emerging Real Estate Company in 2016 by Right Choice Awards
- Won the Kolhan Ka Gaurav 2016 by Danik Bhaskar
- Won the Business Leader Award in 2017.
- Won the International Excellence Awards for Most Trusted Real Estate Company of Eastern India 2018
- Recipient of the Best Entrepreneurship in 2018

CHARTING THE PATH

As a Managing Director Mr. Choudhury diversified the group into new business areas of development such as Hospitality, Real Estate and Finance. His hard work, determination and effort opens the door for the group across Asia. Under his Leadership The Smart Group sets International Benchmark for Success and has launched Smart Group of Hotels and Smart Nidhi Finance Limited.

Mr. Choudhury shifted his focus on developing hospitality and finance sector. He is focused on contributing to the real estate and infrastructure which is the growth driver for development of India. He is a true leader who wishes to see the nation empowered.

Smart Housing Group is a young and vibrant realty company with lots of passion and burning ambitions. Passion to build unmatched structures with innovative designs, fresh ideas, beautiful aesthetics and high end technology, and an ambition to raise the bar the way people live, work and play. Their aim is not just to give a life of your dreams, passions or ambitions, it is to cherish them. Their ethos are reflected in their work. What they promise, they promise with their heart & soul. Their satisfaction lies in seeing it fulfilled to the fullest. When you get something extra to enjoy your life in a better way, they share your pleasure. And with each added number of their smiling customer, The feeling grows stronger.

Their pride and joy lies in improving the quality of life and they do meet customer aspirations by adding value to their project design, customer services, meeting deadlines or even thinking creatively. The company is ISO 9001:2015 certified. Their construction quality and projects related activities conform to the ISO standards.

After successful delivery of 13 projects, Smart Housing Group have emerged as a leading name in designing residential colonies with state of art infrastructure.

LIFE LESSONS

- Always Dream Big - This quality has led Mr. Choudhury to achieve his goals in life easily
- Aggression for work - He is very particular about his work and is always leading from the front. He is an inspiration to his team.
- Punctuality- He believes in the Principle 'Time and Tide waits for none'. Implementation of ideas at a well defined time stands with him always.
- Continuous Learning- He is a quick learner, He never hesitates to learn from his staff, employees or anyone etc. His belief is that learning is continuous, no matter how old you are or from whom you are learning."
- Never fail to try more- After several failures he succeed in life. Financially he faced many problems but his strong will power to overcome difficulties always dominated the bad phase. He says never let anything break your will.
- Partner With The Right People
- Anything Worth Doing Requires Persistence



DR. VIDUSHI AGRAWAL

NUTRITIONIST & DIETICIAN

Dr. Vidushi Agrawal has been with VCare Diagnostics for the past 5 years as a Consultant Dietician, Nutritionist & Physician, Head of the Department for the Dietetics & Nutrition Department in Riddhi Vinayak Multispecialty Hospital since 3 years, and into the field of Medical Practice since 2000, she has grown in her practice through continuous observations and clinical trials.

She completed her DHMS from Mumbai University through Yerala Homeopathic Medical College in 1999. However, after years of practice, she realised that there was always a maintaining cause that would come in the way of treatment. This Maintaining Cause would either slow down or create an obstacle in the Healing Process. Her Nature of Inquisitiveness and Questioning made her realise that practically the Maintaining Cause was none other than the LIFESTYLE & FOOD. With diet being part of her course from United Kingdom, she engaged herself in practice of Dietetics & Nutrition from 2008 as private practitioner. As Dr. Vidushi wanted diet & nutritional health to reach all strata of people. She engages in writing articles, blogs and posting videos both in Hindi and English. She has successfully completed her MSc DFSM in Dietetics & Nutrition in 2017. She has written a thesis based on her practical experience in treating variety of cases, titled - "Alkaline Diet - An Answer to Most Modern Lifestyle Diseases"

Years of experience: **19 years**

ACHIEVEMENTS

- Awarded the title of BEST DIETICIAN & NUTRITIONIST - FOR MUMBAI on December 19, 2018 - WORLDWIDE ACHIEVERS
- **Samman Chinh** - Human Rights Organisation on December 23, 2018
- **Most Inspiring Woman Achiever** for Excellence in Dietetics & Nutrition from Mumbai: Blinkworld - January 20, 2019
- Excellence in Diet & Nutrition - Indian Health Professionals Awards 2018 - January 26, 2019
- Excellence in Dietetics & Nutrition Award - National - International Achiever's Awards Summit by Research Excellence & Academic Awards -2019
- Best Doctor in Nutrition & Dietetics - February 22, 2019 - Medgate Today Magazine
- Besides the Awards, received lot of testimonials from Patients, which can be seen on her website <http://www.dr-vidushi-agrawal.co.in/>
- She has treated successfully over 4000+ patients in last 10 years

CHARTING THE PATH

Dr. Vidushi Agrawal has always been inclined towards contributing to society. Her ongoing contributions to society are:

- Conducting Breast Cancer Awareness Camps
- Spreading the awareness of Swachhta. She has re-named her campaign as "Swachhta - Ek Swayam Seva"
- Lectures on various topics like
 - Heart Diseases- Importance & Role of Diet for Senior Citizens,
 - Importance of Diet in Ante-natal & Post-Natal Cases and for Kids and their parents & many more
- She has recently decided to take up the campaign against Diabetes.

Dr. Vidushi firmly believes changes in the Food Distribution System, which is in the hands of the Government of India, incidences of Diabetes will be reduced to half amongst the Food Beneficiaries

Challenges and Risks

Dr. Vidushi was always inclined towards Homeopathy since childhood as her mother was also practicing Homeopathy and she had seen the good results of Homeopathic Treatment. Hence, even though she was lucky enough to get the profession of her choice, however, setting up practice was not that easy. Though her father could provide her with all the facilities of setting up a clinic for her, however, Dr. Vidushi always wanted to be a self made person just like her dad. Hence, while she started her clinic where she would

LIFE LESSONS

Dr. Vidushi Agrawal believes in the healing power of Mother Nature. Her belief is "Enjoy Your Wealth by Spending on Entertainment & Not Diseases". She believes if you follow principles of mother nature in your Eating Habits, you can definitely "Lead a Medicine - Free Life or Well Manage your Diseases" - A Step Towards healthy lifestyle.

consult only in the evenings, and during the day she utilised her other skills, which would support her financially till the time her clinic did not take off. Just like other students take up other courses to raise their profile, Dr. Vidushi Agrawal had also done her Diploma in Multimedia in 1996.

This proved beneficial for her and she took to teaching in institutes during the day and also for about 5 years she worked in a Call Centre, still running her clinic. In the process, she has also developed her national & international clientele in the process. However, even after about 9 years of experience, Dr. Vidushi was not very much satisfied with the results. Her nature of Inquisitiveness led her to do different experiments on self and friends and family and after about 1.5 years she realised that DIET / FOOD consumed on a daily basis was the hindrance. She chose to move FORWARD in the field of Dietetics & Nutrition. In 2008 December, she started her journey in the field and there was no looking back since then.



SURESH REDDY KOVVURI

FOUNDER AND DIRECTOR, Creative Mentors

Kickstarting his career at the ripe age of 18, Mr. Suresh Reddy Kovvuri worked and studied simultaneously. He worked with an international studio for animation, VFX and gaming content development. He grew interest in the design, animation and gaming industry. Later, he launched his own studio and college Creative Mentors for animation and gaming services. The company developed content related to AVCG and trained more than 3,000 students during the last 13 years. It also has a Game development incubation from the alumni of their education wing. Creative Mentors also had a joint venture with India's Premium brand L V Prasad group for Film and media School and started the Prasad Creative Mentors Film & Media school.

Mr. Kovvuri draws inspiration from Mr. L V Prasad and his son Mr. Akkineni Ramesh Prasad.

Years of experience: **13 years**

ACHIEVEMENTS

- Excellency Award from Indy Wood Film Carnival in 2018 for the service in Animation & Gaming Industry.
- Received International Quality excellency Award in Animation and Gaming service Best in South India at Goa 2016
- Awarded as the best animation and gaming college in South India during the year 2014 at the event of Brands Academy education Excellency awards-2014, Mumbai.
- Awarded as the best animation and gaming college in AP during the year 2013 at the event of Asian education Excellency awards-2013, New Delhi.

Company achievements

- Delivered quality Animation, game asset content to international clients
- Placed more than 3000 students in the best of international /domestic studios and corporate companies on successful completion of training.
- Collaborated with Top Indian universities in the field of Fine arts.

CHARTING THE PATH

After having many years of experience in the industry, Mr. Kovvuri developed enthusiasm to tell his stories in the form of animation or film. He wanted to build sufficient infrastructure and have manpower to develop mass content in any medium. This is when he founded Creative Mentors.

Challenges and risks

The Animation and Gaming industry faced several challenges in the past as compared to now—burnt continuous investment due to lack of trained manpower and facilities. Mr. Kovvuri made it a habit to challenge the multiple SINE curves in the graph and later converted all challenges into opportunities. He says, "Never Give Up—this in itself is a continuous risk. This industry is now based on technological investments and trained manpower. To expand the business, financial resources were limited as most of the banks or any investors had lack of knowledge to fund futuristic industries like animation. Like any entrepreneur in this industry, I too faced hurdles and required a smooth flow of investment. However, we have now crossed these hurdles as the industry is expanding globally and we have positioned ourselves in the Indian Entertainment industry."

Identifying market opportunity

There were very few companies in animation, gaming and VFX production. Mr. Kovvuri found this gap as an opportunity in the market to develop own content as well as provide industry expertise training. Apart from animation, gaming and VFX, they are also venturing into film production as well as Film and Media school.

LIFE LESSONS

"For a long time, I thought I had to develop something that had never been done before to be successful. While that is somewhat true, sometimes an innovation can be quite simple. Think for the short term and adapt. Make plans, but stick to the short-term and near future. I now like to plan for next one year ahead, depending on the venture. I also do not waste valuable time drafting plans that could be overwritten as circumstances change. Even if my business skyrockets, I may feel locked into work and obliged to devoting long hours to its continued growth. Ultimately, this leads to burnout. When it comes to business, I don't try to be good at everything. Keep myself abreast of industry practices and skills aligned with my focus and push to develop my skill sets, product or service to be the best in area that's needed and sought after."



AR. MUKESH BHATIA

DIRECTOR, S S Bhatia & Associates

Mr. Mukesh Bhatia is a highly-regarded architect and interior designer specialist. He has experience of over 22 years, and has completed more than 20 billion sqft projects across India. Mr. Bhatia studied B. Arch from Delhi and started his career in an international company. He then joined his father at S.S. Bhatia & Associates, a prestigious firm that provides assistance in architecture, interior design, urban planning, repositioning, graphic design, branding, furniture design, space planning, etc. Mr Bhatia mainly focused on architectural interior for luxurious retail showrooms. Today, he is a proud recipient of several awards that attribute to him being the best architect in India. He is not only an excellent architect but also a great leader. He along with his motivated team of architects and interior designer professionals make the best combination for highest and best use analysis, revitalising under-performing assets to increase and improve tenancy, repositioning and branding the building's identity, identifying specific points for optimisation and making luxury breathe new life into existing sites, transforming their market position and boosting their inherent value. His passion, clarity for design and ready to accept any challenges are some of the many distinctive characteristics that make him unique. Apart from his undiluted devotedness towards his work, his love for fitness and a positive mental health are aspects that deserve great attention.

Years of experience: **22 years**

ACHIEVEMENTS

- Best Upcoming Interior Designer Award - B2B Summit 2015
- Retail Design Awards - 2015
- Selected projects in IAG - Interior Architecture Group.
- Selected projects in VMRD Magazine
- Selected projects in International Saloon Magazine.
- Covered in Delhi Times as one of the Best Designing Firm in Delhi NCR

CHARTING THE PATH

"We are what we repeatedly do, excellence, then, is not an act but a habit." - Aristotle.

Architect Mukesh Bhatia's enthusiastic professional life is full of excellence that, what he repeatedly doing through his architectural vision, sound technical knowledge, practical planning and effective time management. Logic is found everywhere but imagination will take you anywhere. As an innovative designer, he consciously rejects standard options and cultivates an appetite for

imagination. He aims to think out of box and wills to reach atop the mountains, which demands artistic expression and this quality make him as an extra ordinary Architect in his field. People think that design is styling. But design is not style. Good design is a renaissance attitude that combines technology, cognitive science, human need and beauty to produce something extra ordinary.

As an Architect and an interior designer Mr. Mukesh Bhatia learned how to handle complexity, rather than shy away from it. He realised that the big art of design is to make complicated things simple. Since 1975, they have been doing a lot more than sketching pretty pictures. They design retail spaces and experiences filled with fresh, and exciting ideas. They understand the way people shop and are high-level strategic thinkers. They create vibrant retail destinations that yield measurable results for retailers and developers alike. The firm excels in providing end to end services in the fields ranging from design elements to construction and final handing over of the project.

LIFE LESSONS

- His punctuality, passion & clarity of drawings, dedication to deliver projects on time has made him different from others.
- He is highly regarded and loved by his clients who express their gratitude to him in different ways.
- His dedication towards his profession is a lesson to all of them.
- His amazing approach to solve issues while facing problems in designing the projects is fantastic. With his charismatic & spiritual touch of designs he will make impossible to possible in Architectural lines.
- Apart from his undiluted devotedness towards his work, he loves fitness and positive mental health. He is a gym enthusiast, and taking all challenges of life in a positive way.
- He is a man who has high morals in life.

GLOBAL BUSINESS CONCLAVE

2019

on May 30, 2019

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