


OUTLOOK BUSINESS


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THINK BEYOND. STAY AHEAD.





Suraj Teja
Founder & CEO,
Sow & Reap
Climatech Pvt Ltd




Pertisth Mankotia
Presence 360




Suresh Kumar Goyal
Chairman & Executive
Director, Sambhv
Steel Tubes Ltd





Anand Mahindra
Chairman,
Mahindra Group





Ranvir Singh
Founder & CEO,
Kissht Revolution





Sumant Batra
President, Insolvency
Law Academy





Janhavi Sukhtankar
President - Human
Resources, Lodha





**Nagavara
Ramarao
Narayana Murthy**
Founder, Infosys





Roopa Kumar
Founder & Group
CEO, Purple Quarter




Dr. Sujit Paul
Group CEO,
Zota Healthcare Ltd.




Dr. Naresh Trehan
Chairman & MD,
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BHARAT
ChangeMakers





Nalin K. Singh
Managing Director,
Cultus Education &
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Pvt Ltd (CETS)





Tejasvi Bhargava
Managing
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Bio Green Pvt Ltd





Sanjay Ghodawat
Founder & Chairman,
Sanjay Ghodawat Group





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Celebrating the Changemakers Redefining Bharat's Growth Story

| FROM FOUNDER'S DESK |

India stands at a defining moment in its journey toward Viksit Bharat - a future where innovation, inclusivity, and national progress move hand in hand. Across the country, visionary leaders, entrepreneurs and path-breaking thinkers are driving this transformation with courage, purpose and an unwavering commitment to impact. Their contributions across technology, healthcare, sustainability, finance, manufacturing and social advancement are shaping a Bharat that is not only future-ready but globally respected.

Bharat Changemakers is a distinguished initiative and intellectual property of NextCorp Media, created to spotlight these extraordinary individuals and enterprises. This platform celebrates their stories, honours their leadership, and captures the relentless spirit of those who are rewriting India's growth narrative. Through

this initiative, we aim to build a bridge between inspiration and action, showcasing the real architects of a progressive Bharat.

At NextCorp Media, we feel deeply privileged to present this special edition. Each story featured here reflects our dedication to curating meaningful content that celebrates excellence, purpose-driven innovation and the evolving leadership landscape of India. Bringing together such powerful narratives has not only been an editorial effort but a mission one that resonates with our belief in India's limitless possibilities.

Born in 2018, NextCorp Media set out with a mission to give brands a voice that matters. Today, as one of India's most trusted PR agencies, we craft compelling narratives across PR, digital, influencer marketing, crisis communication and startup PR



Sunny Sehrawat
CEO and CoFounder
Nextcorp Media



Jyoti Thakur
COO and CoFounder
Nextcorp Media

with 150+ successful campaigns across industries, we combine creativity and strategic thinking to build credibility, spark engagement and help brands thrive in a constantly shifting media world.

We are equally proud to collaborate with Outlook Business for this edition. Their trust and partnership have amplified our vision, enabling us to bring these inspiring stories to a wider audience. Together, we present an edition that we hope leaves you not just informed, but truly moved by the changemakers shaping Bharat's future. 🌱

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Sow & Reap Climatech - Turning India's Climate Commitments Into Rural Prosperity

Transforming climate commitments into scalable, data-driven prosperity for rural India

Suraj Teja, Founder, Sow & Reap Climatech Pvt Ltd

Sow & Reap Climatech Pvt Ltd is a Hyderabad-based climate-tech company turning India's climate commitments into grassroots opportunity. Founded and led by CEO Suraj Teja, the company designs and scales community-based carbon projects that improve soil health, save water, create rural livelihoods, and deliver verifiable carbon credits to global markets. Its portfolio spans methane reduction in rice cultivation (Project Varri using AWD), household biodigesters, biochar production via gasification and Kon-Tiki kilns, agroforestry with coconut and mixed plantations, Miyawaki and large-scale afforestation, and mangrove restoration — each aligned with multiple UN SDGs.

Sow & Reap's edge is measurement you can trust. The team blends rigorous DMRV (Digital Measurement, Reporting, and Verification) with its in-house platform MARK, demonstrating blockchain transparency and leveraging partners such as Algorand for tokenization — so every ton of climate impact is auditable and fairly shared. This digital backbone underpins farmer-first incentive models: beneficiaries receive transparent, timely payouts for their climate-positive practices, driving durable adoption across villages and districts.



Under Suraj Teja's leadership, the company has built a reputation for execution at scale. Sow & Reap is the first in India to receive carbon credits from rice cultivation, achieved in Telangana — a milestone that validated Project Varri and opened the door for statewide and interstate expansion. The company's on-ground partners and institutional collaborators enable rapid program mobilization: farmer enrolment, KYC and geo-mapping, field training, biomass logistics for biochar, and end-to-end audit readiness.

What sets Suraj apart is a blend of entrepreneurial drive and agrarian empathy. Coming from a family with deep agricultural roots, he has shaped Sow & Reap into an impact-and-returns enterprise: commercially disciplined, yet uncompromising on community value. His playbook is simple — co-create with farmers, prove the science, digitize the evidence, and share the upside. That ethos now

guides expansions across India, as well as emerging international projects with mission-aligned partners.

For corporate buyers, Sow & Reap offers high-integrity, nature-based credits with rich co-benefits - water savings, yield resilience, diversified income, and rural jobs supported by verifiable data trails. For policymakers, it showcases how India can meet climate targets while uplifting millions. And for young talent, it represents a rare opportunity to build technology, sustainability, and community development in one career.

In the spirit of Bharat Changemakers 2025, Sow & Reap stands as a model of Indian ingenuity: engineering credible climate action at scale, channeling global finance to the last mile, and ensuring that those who steward the land — our farmers — share in the prosperity they help create. In a nutshell, Sow & Reap's operating mantra is: Act Local, Impact Global.

How A Made-in-India ERP Is Challenging Global Giants

India's next-generation ERP powering smarter, faster, scalable digital-first enterprises

When it comes to running a business in today's hyper-connected, data-driven world, an enterprise's ERP can either be its biggest enabler—or its greatest bottleneck. For decades, large, monolithic systems from global software majors promised control, only to deliver complexity, spiralling costs, and frustrating vendor lock-ins.

But change is brewing. And this time, it's being led from India.

Presence360, an AI-powered, cloud-native, modular ERP platform is rewriting the ERP story.

Developed in India but built for global ambitions, Presence360 combines trust, stability, and innovation—three qualities modern enterprises can't afford to compromise on.

"Presence360 blends robustness, agility, and flexibility with the latest technology—delivering ease of use without compromise. It's One Platform that delivers Every Possibility," says Pertisth Mankotia, Head-Presence360.

The Legacy ERP Trap

Across boardrooms, ERP complaints sound the same: projects that drag on for years, bloated TCO, rigid architectures, and the assumption that businesses must adapt to software—not the other way around.

A KPMG study shows that over half of ERP initiatives fail outright or underdeliver.

One Platform, Every Possibility

Presence360 flips this narrative. Its microservices-



Pertisth Mankotia, Presence360

driven architecture lets businesses start small—say, with finance or HR—and scale at their own pace. Its AI/ML core powers predictive analytics, automation, and decision intelligence. Being cloud-native with open APIs, it integrates seamlessly into existing ecosystems. And with its mobile-first design, usability extends from the C-suite to the shop floor.

Presence360 is a refreshing alternative to the rigidity of traditional systems. More than just a technology platform, it brings robustness, reduces complexity, and simplifies operations—emerging as a true business enabler.

The 4M Lens: Linking ERP to Boardroom Priorities

Top decision-makers often weigh initiatives against organizational goals—the "4M lens."

Presence360 is built to deliver measurable impact across these levers:

- **Market (Sales Volume & Price):** Faster go-lives and integrated customer modules boost sales opportunities and pricing flexibility.
 - **Money (Cost Efficiency):** Subscription pricing, cloud deployment, and reduced variable costs improve gross contribution.
 - **Manpower (Operational Efficiency):** Automation reduces errors and frees talent for higher-value work, without hidden manpower shifts.
 - **Material (Working Capital):** Real-time dashboards cut inventory lock-up and receivables, strengthening free cash flow.
- By directly addressing these levers, Presence360 moves ERP from a cost centre to a profit-and-cash enabler.

Real-World Impact

- A mid-sized manufacturer automated procurement and inventory in 45 days, cutting working capital lock-up by 30%.
- A healthcare player used AI-driven HR analytics to identify attrition risks, improving workforce stability by 18% within six months.

Why It Matters

For too long, India's IT story was about powering others' back offices. Presence360 signals a bold shift: India creating world-class enterprise platforms that compete on innovation, not just cost.

For CXOs navigating disruption, Presence360 isn't just another ERP—it's a strategic foundation for agility, resilience, and growth in the digital-first era.

Sambhv: Forging Strength, Progress And Possibility For A New India

Forging India's future with advanced, responsible steel innovation

Sambhv's journey began with a belief passed down to its leader: steel is not just a commodity but the backbone on which nations rise. Guided by this conviction, Sambhv has grown from a modest steel solutions partner for India's new economy. Its leadership philosophy is clear don't chase scale, build strength; scale will follow. This approach, shaped by the principle "Sab Sambhv Hai", has placed the company among Bharat Change Makers. Becoming one of the few in India to manufacture HR coil through the secondary manufacturing route, commissioning a state-of-the-art stainless-steel facility, expanding capacity and diversifying its product application into sectors like solar, HVAC, logistics and prefab solutions highlight its belief that possibilities must be created, not awaited.

Driving Economic Impact Through Innovation and Integration

Sambhv supports every sector that builds, powers, or moves India. By manufacturing precision-engineered structural pipes and stainless-steel coils through backward-integrated, strategically located facilities, the company strengthens domestic supply chains, creates employment, and reinforces the nation's manufacturing backbone. Its advanced ERW production lines and structural solutions serve infrastructure,

renewable energy, telecom, automotive and general engineering industries. With a disciplined innovation approach technology upgrades, digital supply-chain tools, and Industry 4.0 readiness Sambhv ensures precision, transparency, and long-term value creation. Sustainability remains a responsibility, reflected in greener operations, WHRB-based power generation, and community-focused initiatives.

Building People Power for Bharat's Growth

Talent development is central to Sambhv's mission. The company invests in continuous training, skill enhancement, and exposure to advanced technologies, helping its workforce progress with the organization. Through alignment with Skill India and Atmanirbhar Bharat, Sambhv promotes local employment, hands-on learning, and leadership development that strengthens India's industrial ecosystem. Challenges such as market volatility, price cycles and capacity constraints have shaped its resilience, driving stronger systems, diversification and long-term strategy.

Strengthening India's Global Ambition

Sambhv aims to expand capacity by 1.2 MMTPA, strengthen its national presence, and accelerate growth in stainless steel and other value-added products. Government initiatives like Make in India, Digital India, and Atmanirbhar



Suresh Kumar Goyal

**Chairman & Executive Director,
Sambhv Steel Tubes Ltd**

Bharat continue to support its responsible scaling. While industry recognition such as the Excellence in Market Presence Award at AIIFA Steelex 2024 affirms trust, Sambhv believes its true success lies in the confidence of customers who rely on its steel to build the nation.

Conclusion

Sambhv's contribution to Bharat's future is defined by Strength, Progress, and Possibility values that reflect its deeper purpose by delivering high-quality steel solutions, generating employment, empowering talent, and driving responsible growth, Sambhv is reinforcing the foundation of modern India. As the nation advances toward global manufacturing leadership, Sambhv stands as a testament to disciplined vision, ethical leadership and unwavering commitment to building Bharat's future.

Anand Mahindra – The Visionary Driving India’s Global Industrial Transformation

Driving India’s global rise with visionary leadership, innovation, integrity, and purpose



Anand Mahindra
 Chairman, Mahindra Group



Mr. Anand Mahindra, Chairman of the Mahindra Group, is one of India’s most visionary business leaders, celebrated for blending innovation, sustainability, and compassion. Under his dynamic leadership, the Mahindra Group has evolved from a domestic automaker into a global enterprise operating across more than 100 countries, spanning automobiles, agriculture, aerospace, IT, finance, hospitality, and renewable energy. Through strategic acquisitions such as Swaraj Tractors, Reva Electric Car Company, Satyam Computer Services, Peugeot Motorcycles, and Pininfarina S.p.A., he has positioned India at the forefront of sustainable, innovation-led industrial growth, setting new benchmarks for corporate excellence.

Championing India’s Global Presence

Anand Mahindra has redefined global perceptions of Indian enterprise. As Chairman of Mahindra & Mahindra Limited

and Tech Mahindra Limited, he has nurtured a corporate culture grounded in integrity, inclusion, and social responsibility. His philosophy that true business success must contribute meaningfully to society continues to guide the Group’s values and operations.

He has represented India on major platforms, including the Reserve Bank of India Board, UN Global Compact Board, Council on Foreign Relations’ Global Advisory Board, and the World Bank Group’s Advisory Board for Doing Business, reflecting his commitment to strengthening India’s voice in global business and governance.

Global Recognition and Impact

For his remarkable contributions, Mr. Mahindra was honoured with the Padma Bhushan (2020), India’s third-highest civilian award. Internationally, he was appointed Knight of the National Order of the Legion of Honour (France, 2016) and Grand Officer of the Order of the Star of Italy (2013). He has also been featured in Barron’s List of Top 30 CEOs Worldwide (2016) and

Fortune’s 50 Greatest Leaders (2014), underscoring his enduring global impact and leadership excellence.

Empowering Through Compassion and Change

Beyond business, Anand Mahindra is deeply committed to nation-building through empowerment and education. He founded the Nanhi Kali initiative, which has enabled over 500,000 underprivileged girls to pursue quality education and brighter futures. As Chairman of the Naandi Foundation, he leads transformative projects in education, youth skilling, and sustainable agriculture. He also serves on the Founders Board of The Rise Fund, a \$2 billion global impact investment fund driving inclusive and responsible growth. A humanitarian, visionary, and digital thought leader with over 11 million followers on X, Mr. Mahindra truly embodies the spirit of a Bharat Change Maker inspiring India’s rise through innovation, empathy, and purposeful leadership.



Ranvir Singh
 Founder & CEO, Kissht Revolution

Empowering Bharat Through Responsible Credit: The Kissht Revolution

Bringing fair, fast, and transparent credit access to every aspiring Indian

In a country where access to credit can define opportunity, Kissht has emerged as a trailblazer in digital lending, simplifying finance and empowering millions across India. Founded with the vision to make credit simple, transparent, and fair, Kissht has transformed how personal, business, and property-backed loans are delivered. Under the visionary leadership of Mr Ranvir Singh, the company blends AI underwriting, empathetic customer support, and rigorous compliance to ensure growth without compromising trust. With this balance of technology and humanity, Kissht is reshaping India's lending landscape one responsible borrower at a time.

Driving Economic Inclusion Across Bharat

Kissht's mission goes beyond lending; it's about enabling

participation in India's real economy. By providing personal loans for health, education, and essentials, and business loans that fuel working capital, the company directly supports households and MSMEs in Tier II and Tier III cities. Its Digital Loans Against Property (LAP) product has unlocked asset value for countless families and entrepreneurs, turning dormant property into productive capital. With AI-based underwriting and fully digital journeys, Kissht has made borrowing easier, faster, and more inclusive, creating a stronger foundation for India's economic growth.

Innovation with Responsibility and Impact

Kissht stands out for combining AI intelligence with human empathy. Its proprietary models analyse bureau data, cash

flow, and behavioural insights, ensuring lending decisions are both smart and fair. The platform's end-to-end digital journey from KYC to disbursal delivers speed without losing sight of responsibility. Through people-first collections and transparent pricing, Kissht ensures borrowers stay informed, confident, and supported throughout their credit journey. Beyond financial innovation, the company promotes sustainability through paper-light operations, consent-driven communication, and strong data security practices, reinforcing its commitment to ethical, inclusive growth.

Building Skills, Jobs, and the Future of Indian Credit

As a founding member of FACE (Fintech Association for Consumer Empowerment), Kissht champions responsible digital finance and contributes to shaping industry standards. The company's internal culture mirrors this mission: it hires across India, nurtures talent through role-based academies, and aligns with the Skill India mission to build capable professionals in analytics, operations, risk, and product management. Recognised nationally for its digital innovation, customer experience, and workplace culture, Kissht continues to scale responsibly, deepening MSME credit, expanding Digital LAP, and refining personalisation through AI. By ensuring every loan contributes to opportunity and progress, Kissht exemplifies the spirit of a true Bharat Change Maker, driving access, trust, and progress through responsible innovation and inclusive financial empowerment.

Building India's Resilient Future Through Transformative Insolvency Reform

How Sumant Batra's reform mission is powering India's economic resilience journey

 **Sumant Batra**, Insolvency Lawyer



Driving Economic Renewal – Sumant Batra's Vision for a Resilient Insolvency Ecosystem

As India charts its course toward becoming a developed nation by 2047, institutional reform is vital. Among the leading voices shaping this transformation is Sumant Batra, a globally respected insolvency lawyer and thought leader. Batra believes that the next two decades present an unprecedented opportunity for India to reform its insolvency and judicial systems. According to him, a dynamic insolvency framework can drive entrepreneurship, expand the private sector, attract investment, and ensure long-term economic stability. Accelerating case disposal in courts and creating a more efficient insolvency system, he asserts, are critical for India's growth story.

A Global Leader in Insolvency Reform

With over two decades of global experience, Sumant Batra has played a pioneering role in shaping international insolvency standards since 1999. He is the only Indian to be named an International Fellow of the American College

of Bankruptcy and the first Asian and youngest president of INSOL International, the London-based global federation of restructuring professionals present in over 100 countries. His leadership has been instrumental in aligning India's insolvency ecosystem with international standards while addressing the country's unique economic needs.

Insolvency Law Academy: Shaping India's Reform Narrative

Encouraged by the late Dr Bibek Debroy, Chairman of the Economic Advisory Council to the Prime Minister, Batra founded the Insolvency Law Academy (ILA) in 2022, India's first institute of excellence in insolvency research and education. In a short span, ILA has created significant policy impact through its research, knowledge initiatives, and collaborations with global experts. It has emerged as a hub of innovation and reform, fostering dialogue on restructuring and insolvency while helping policymakers strengthen India's financial and legal infrastructure.

Reforming for a Resilient Future

In his recent book, *Corporate Insolvency – The Road to Viksit Bharat (2025)*, Batra calls for transformational reforms to build a resilient insolvency framework. He urges policymakers to view insolvency from a geopolitical perspective, ensuring it acts as a shield against economic disruptions and global shocks. Highlighting ongoing tariff conflicts as an example, he emphasises that India's National Company Law Tribunal (NCLT) must evolve to reflect the aspirations of a 21st-century economy and that judges must understand the broader economic implications of their rulings.

A Lifelong Mission to Strengthen India's Economy

A prolific author and reform advocate, Batra has dedicated his life to shaping insolvency policy and empowering the insolvency industry. "I am making my own little contribution to the collective might of over 1.4 billion people to propel the country towards a Viksit Bharat by 2047," he says. His vision, leadership, and unwavering commitment continue to guide India's journey toward economic resilience and reform-driven growth.

Narayana Murthy - The Visionary Who Put India on the Global Technology Map

Pioneering India's global tech rise through vision, integrity, innovation, and leadership



Nagavara Ramarao Narayana Murthy, Founder, Infosys

A Humble Beginning, A Global Vision

Nagavara Ramarao Narayana Murthy, fondly known as N. R. Narayana Murthy, is widely regarded as the architect of India's IT revolution. Born in 1946 in Mysore, Karnataka, his journey from humble beginnings to building one of the world's most respected technology companies is truly inspirational. After completing Electrical Engineering from Mysore University and a Master's in Computer Science from IIT Kanpur, Murthy began his career as a computer scientist. His early exposure to computing sparked his dream of using technology to empower India. In 1981, with ₹10,000 borrowed from his wife

Sudha Murthy, he co-founded Infosys with six colleagues. What began as a small startup in Pune went on to become a global software powerhouse, proving that Indian talent could compete on the world stage and changing India's economic story forever.

Architect of India's IT Renaissance

At a time when India was still emerging economically, Murthy envisioned a business model that made Indian expertise indispensable worldwide. He pioneered the Global Delivery Model (GDM) - a revolutionary concept of distributed software development that introduced the idea of a "24-hour workday." Under

his leadership, Infosys became a global benchmark for innovation, ethics, and transparency. It was among the first Indian firms to list on NASDAQ in 1999, symbolising India's arrival in the global technology arena. By the early 2000s, Infosys was valued at over \$27 billion, showcasing how disciplined execution and values-driven leadership could create lasting impact.

Leadership Rooted in Integrity

Murthy's leadership stands on humility, discipline, and moral conviction. Even during challenging times, he chose perseverance over profit and integrity over shortcuts. For him, success is measured not by wealth but by impact on society. His belief in inclusive growth led to the creation of the Infosys Science Foundation, which recognises excellence in research and innovation.

A True Bharat Change Maker

Beyond Infosys, Murthy has served on the boards of Unilever, HSBC, and the United Nations Foundation, earning global honours including the Padma Vibhushan, Legion d'Honneur, and EY World Entrepreneur of the Year Award.

Narayana Murthy's life and legacy reflect the spirit of a Bharat Change Maker—ethical, innovative, and visionary. As he says, "The pleasure lies in the journey, not the destination." His story continues to inspire India's next generation of dreamers and doers.

Purple Quarter – Redefining Tech Leadership for Bharat’s Innovation Economy

Shaping next-gen leadership to drive Bharat’s transformation into an AI nation

Eight years ago, Roopa Kumar recognized a critical gap in India’s fast-growing technology ecosystem: the absence of exceptional leaders capable of navigating complex, innovation-driven environments. Purple Quarter was born from this insight, not merely as a conventional search firm but as a strategic partner in building India’s tech leadership infrastructure. Under Roopa’s stewardship, the firm has evolved from identifying C-suite leaders to architecting organisational DNA. Every placement has become a strategic inflection point, reinforcing Purple Quarter’s reputation for depth, precision, and rigour in leadership search.

Reimagining Leadership for the AI Era

As AI, automation, and new organisational models disrupt global industries, the leadership landscape is undergoing a seismic shift. Organizations now need leaders who can architect AI-native strategies, navigate ambiguity, and build deep innovation cultures. This transformation has prompted Purple Quarter’s “Back To Day One” commitment. Rather than relying on proven formulas, Roopa is leading a fundamental reimagining of the firm’s purpose and potential. Purple Quarter’s work spans several critical archetypes: AI Leaders who translate algorithmic capability into business outcomes, Product Leaders who design AI-native



 **Roopa Kumar**, Founder & Group CEO, Purple Quarter

user experiences, and Engineering Leaders who attract and retain scarce AI talent. Additionally, the company is developing a proprietary agentic AI bot to enhance efficiency. By shaping and embodying AI transformation, Purple Quarter is strengthening India’s emergence as an AI superpower.

From GCC to CCC: Accelerating India’s Innovation Leadership

India hosts over 1,800 Global Capability Centres employing more than 1.9 million professionals. While the GCC story has been dominated by scale and cost arbitrage, Purple Quarter observes a shift toward innovation velocity. This transition has led the firm to champion Creative Capability Centres (CCCs) – lean, high-performance hubs where global brands build next-generation products,

pioneer emerging technologies, and experiment with disruptive business models. CCCs demand fundamentally different leaders who can define strategy rather than simply executing the headquarters’ direction. Purple Quarter is at the forefront of this transition, helping multinational companies attract leaders who can transform India operations from service providers to strategic innovation engines, directly elevating India’s position in the global value chain.

Contributing to Employment Growth and Earning Global Recognition

The firm’s impact multiplies through every leader it places: CTOs, AI Leaders, VPs of Engineering, and Site Heads who build large teams, mentorship frameworks, and growth pathways. Over hundreds of placements, this cascading effect contributed to tens of thousands of jobs and meaningful upskilling across India’s tech sector. Awards & honours such as Professional Service Startup of the Year (HR), Best Executive Search Firm (World HRDC), 2025 Global Recognition Award, and Best CTO Search Firm (titled by Corporate Excellence Award) reflect Purple Quarter’s role as a true Bharat Change Maker.

Purple Quarter’s contribution to Bharat’s future is defined by three words: innovation, leadership, and impact. Its work strengthens India’s position from a contributor to an influential force in the global innovation economy.

Janhavi Sukhtankar – Building The Best At Lodha

Leading a Culture of Care and Purpose



Janhavi Sukhtankar

President - Human Resources,
Lodha

For more than four decades, Lodha has been at the forefront of India's real estate development, creating exceptional spaces across residential, commercial and digital infrastructure. Guided by the purpose of 'Do Good, Do Well', Lodha strives to elevate living experiences while making a meaningful impact on the environment and society.

The Lodha Foundation plays a pivotal role in advancing India's progress toward becoming a developed nation by 2047 through initiatives such as the Lodha Genius Program, the Lodha Mathematical Sciences Institute. Lodha is proud to be featured in the Dow Jones Sustainability Index. In the S&P Global Corporate Sustainability Assessment, the company has retained its Top 10 global ranking and its MSCI ESG rating remains at A, which is the highest among peers. Lodha has also been recognised on Newsweek's prestigious list of the World's Most Trustworthy Companies, standing as the only One Indian real estate brand among the top 1000 companies globally.

Lodha believes that its greatest strength lies in its people and this philosophy is deeply embedded in the company's work culture. The employee value proposition 'Build the Best, Be the Best' reflects Lodha's commitment to enabling its workforce



realise their fullest potential while contributing to collective success. This strong people first culture has earned Lodha recognition among 'India's Best Companies to Work For 2025', 'Best in the Real Estate Industry' and the 'Top 100 Best Workplaces for Women' by 'Great Places to Work'.

Janhavi Sukhtankar Leading with Empathy and Purpose

At the heart of Lodha's people strategy is Janhavi Sukhtankar, President of Human Resources, whose leadership has been instrumental in shaping a culture of excellence, growth and inclusivity. Her approach blends empathy with resilience which are values deeply embedded in Lodha's people practices.

Drawing on her diverse professional journey and global

exposure, Janhavi has developed HR strategies that truly resonate with employees' needs and aspirations. From fostering transparent communication and continuous learning to driving diversity and inclusion, she has ensured that Lodha remains an agile, dynamic and human centered workplace.

Janhavi's early career exposed her to the realities of varied workforces and shaped her belief in authentic, people first leadership. Since joining Lodha in 2012, she has redefined the HR function into a strategic enabler of business transformation and cultural strength.

Her leadership mantra of authenticity, empathy and purpose continues to inspire associates, creating not just great places to work but great places to belong.

DavalIndia – Transforming Healthcare Access Through Affordability, Trust and Innovation

Empowering India with affordable, accessible, and trustworthy healthcare for every citizen



Dr. Sujit Paul, Group CEO, Zota Healthcare Ltd



DavalIndia Generic Pharmacy, flagship retail chain of Zota Healthcare Ltd., has emerged as a pioneering force in democratising access to quality medicines across India. Under the leadership of its Group CEO, Dr. Sujit Paul, the company has redefined how generic medicines are perceived, distributed, and trusted. Built on the pillars of affordability, accessibility, and dignity, DavalIndia was founded with a clear mission: to ensure that quality healthcare is not a privilege but a right for every Indian household. Since its inception in 2017, the brand has grown into India's largest private generic pharmacy chain, driven by a vision to make essential medicines reachable and reliable for all.

Building the Foundation of Trust and Transformation

A defining milestone in DavalIndia's journey has been its expansion massive nationwide, signalling a truly pan-India presence. But beyond scale, it is the company's core values that have positioned it among Bharat Change Makers. By shifting public perception of generics

from "cheap alternatives" to "smart, safe, and scientifically equivalent medicines", DavalIndia has sparked a behavioural shift in how India understands healthcare. Backed by stringent quality standards, WHO-GMP-compliant manufacturing, and private-label offerings, the brand has bridged longstanding gaps in affordability without compromising safety. Its consumer education initiatives continue to empower patients with knowledge, one of the most vital tools in healthcare reform.

Driving Economic Impact Through Access and Innovation

DavalIndia's impact extends well beyond medicine counters. By creating thousands of direct and indirect jobs across Tier-II and Tier-III regions, the company has contributed significantly to rural and small-town economies. Its omnichannel ecosystem, including an intuitive online platform and tech-enabled retail format, pushes the boundaries of convenience and reach. The company's commitment to chronic care, wellness, and everyday therapies ensures that affordability influences long-term health, not just one-time treatments. Through

its extensive supply chain, local hiring model, and consumer education efforts, DavalIndia reinforces the nation's mission of Atmanirbhar Bharat and strengthens India's position as a global pharmaceutical hub.

A Vision for a Healthier, Stronger and More Self-Reliant India

Aligned with national initiatives like Make in India and Digital India, DavalIndia is shaping a future where healthcare is inclusive, credible, and driven by purpose. The company's future roadmap includes 360 degree expansion in Tier 2 & Tier 3 cities, deepening digital penetration, and evolving into full-service health hubs offering diagnostics, tele-consultations, and wellness programmes. Its three guiding words, 'affordable', 'accessible' and 'trustworthy', reflect not only its brand identity but also its commitment to nation-building. As India moves forward on its development trajectory, DavalIndia stands as a true Bharat Change Maker, redefining healthcare access and empowering millions with the promise of better, more affordable health for all.

Dr. Naresh Trehan - The Heartbeat Behind India's Medical Revolution

Redefining cardiac care with world-class skill, unwavering compassion, and pioneering vision

A Visionary Pioneer in Cardiac Care

Among India's most respected medical professionals, Dr Naresh Trehan stands as a true Bharat Change Maker a visionary who redefined healthcare in the country. With over 40 years of experience and more than 48,000 successful open-heart surgeries, his contribution to cardiac medicine is unparalleled. A graduate of King George's Medical College, Lucknow and a board-certified surgeon from the American Boards of Surgery and Cardiothoracic Surgery, he trained at the New York University Medical Centre before returning to India to make world-class healthcare accessible to all.

Building Institutions That Inspire Excellence

Before founding Medanta – The Medicity, Dr Trehan established the Escorts Heart Institute and Research Centre in New Delhi, which he led from 1987 to 2007. His vision was to create centres that combined medical brilliance, advanced technology, and compassionate care. Today, as Chairman and Managing Director of Medanta, a 1,500-bed multi-super-speciality

hospital in Gurugram, he continues to shape India's healthcare landscape. Under his leadership, Medanta has become a model of affordable, integrated and world-class care, bridging the gap between global standards and Indian accessibility.

Global Recognition and Honours

Dr Trehan's excellence has been celebrated nationally and internationally. He received the Padma Shri (1991) and Padma Bhushan (2001), two of India's highest civilian honours. His accolades include the Dr B. C. Roy National Award for "Eminent Medical Person" and the Lifetime Achievement Award from the International Society of Cardiovascular Ultrasound (2002). Internationally, he has been honoured as an Honorary Fellow of the Royal Australasian College of Surgeons and served as President of the International Society for Minimally Invasive Cardiac Surgery (ISMICS) in the USA. His global affiliations reflect his role as a pioneer in advancing cardiac care worldwide.



Dr Naresh Trehan
 Chairman & MD, Medanta

A Legacy of Compassion and Innovation

Beyond surgical brilliance, Dr Trehan is a reformer committed to affordable and innovative healthcare. At Medanta, he has led advancements in minimally invasive surgeries, heart transplants, and complex congenital heart procedures, while mentoring future medical leaders. A trusted advisor to the Government of India, he continues to champion research, training, and public health initiatives. A symbol of medical excellence and compassion, Dr Naresh Trehan embodies the spirit of Viksit Bharat a nation advancing through dedication, science and humanity. His life's mission has strengthened not just hearts but the very pulse of modern India.

Building Employability For The Future: How Cultus Education Is Redefining Job Readiness In The Age Of Ai

Transforming education with AI-driven skills that power future-ready careers globally



Nalin K. Singh

Managing Director, Cultus Education and Technology Services Private Limited (CETS)



Reimagining Education for the Age of AI

In an era defined by automation and artificial intelligence, Cultus Education and Technology Services Private Limited (CETS) is transforming the future of learning and employability. Founded under the visionary leadership of Nalin K. Singh, who also leads Orbit Future Academy (OFA) in Indonesia, Cultus challenges the traditional education model that values degrees over real-world skills. Singh believes success in the modern world depends on practical capability, not credentials. Guided by this belief, CETS focuses on delivering "Skills for Future Jobs", equipping learners with the tools, mindsets, and opportunities to thrive in a fast-changing global economy.

From ASEAN to India: Scaling a Global Innovation

The journey began in Indonesia, where Orbit Future Academy pioneered its AI-driven "Skills for Future Jobs" programmes. This integrated mentoring, analytics, and placement support achieves

over 90% placement success across 11 countries and builds partnerships with global leaders like AWS and Microsoft. Encouraged by this success, Singh brought the model to India under Cultus Education and Technology Services, adapting it for the country's vast youth population.

In India, Cultus quickly gained ground, forging partnerships with the Tamil Nadu Skill Development Corporation (TNSDC), Andhra Pradesh State Higher Education Council (APSCHE), Kerala Academy for Skills Excellence (KASE), Karnataka Skill Development Corporation (KSDC), and various Skill Sector Councils. These collaborations aim to empower India's next generation with future-ready skills and connect them directly to employment ecosystems.

The Cultus Job Readiness Engine: Engineering Employability

At the heart of Cultus' mission lies its proprietary innovation, the Cultus Job Readiness (CJR) Engine. Unlike conventional training systems, the CJR Engine integrates behavioural training, technical validation, and real-time employability analytics to ensure measurable outcomes. Through its AI-powered Career Centre, Cultus connects learners to employers across 50+ industries, tracking every stage of job readiness from training completion to placement timelines.

Its philosophy reflects clarity and purpose: "Outcome over optics. Personalised methodology over rote. Job readiness for industry, not certificates." Cultus stands apart by ensuring that no learner pays, reinforcing its dedication to accessible, inclusive, and impact-driven education.

A Mission Anchored in Purpose and Profitability

Under Nalin K. Singh's leadership, Cultus seamlessly integrates purpose with profitability. By FY 2026, the company is projected to operate across three countries with six to eight global skill centres, continuing to expand its transformative model. Beyond technical skilling, Cultus nurtures adaptable thinkers and future leaders capable of thriving amid digital disruption. As India progresses toward the vision of Viksit Bharat, Cultus Education and Technology Services stands as a key enabler building not just skilled professionals but empowered, employable citizens.

“Burning Problems To Bright Solutions: The Rise Of Biomass Management”

How Quality Bio Green Is Cultivating A Cleaner, Greener Bharat



In the fields of Haryana, where the air once turned dense with smoke from stubble burning, a remarkable transformation is taking shape. The driving force behind this change is Quality Bio Green (QBG), a pioneering venture that emerged from a deeply personal realisation. The founder of the Quality Group, long known for his expertise in stainless steel manufacturing, witnessed firsthand how stubble burning affected not only the environment but also his own family. Determined to find a solution, he transformed this challenge into an opportunity to build a cleaner India. Thus, QBG was born with a vision to turn agricultural residue into renewable energy.

Empowering Farmers, Strengthening Rural Economies

At the heart of QBG's mission lies a strong “Farmer First” philosophy. The company has built a sustainable and inclusive ecosystem where farmers, aggregators, and rural entrepreneurs all benefit together. Its guiding principles are rooted in the acronym

EARTH - Ethical Practices, Accountability, Renewable Focus, Transparency and Harmony with Nature. These values have helped QBG earn the trust of over 25,000 farmers, empowering them to turn what was once waste into a valuable resource. Beyond reducing pollution, QBG's work has brought structure to the previously unorganised biomass sector, creating sustainable livelihoods, especially for rural youth and women.

Innovation and Technology for a Sustainable Future

QBG's success stems from its ability to blend grassroots innovation with advanced technology. The company has introduced mechanised systems for efficient collection and processing of agri-residue. Its operations are powered by data analytics, aerial biomass assessments, weather forecasting, and real-time digital tracking, ensuring transparency and quality across the supply chain. With tools like facial recognition attendance systems and bale tracking, QBG has redefined efficiency in renewable energy logistics.



Tejasvi Bhargava
MD, Quality Bio Green

The company's upcoming initiatives including biomass pellets, briquettes, fermented organic manure (FOM) and biochar further reinforce its commitment to clean energy and sustainable agriculture.

Driving Bharat's Green Transformation

Recognised by Forbes India, DD Kisan, and IFGE, QBG stands as a shining example of sustainable entrepreneurship. Its alignment with national missions like Atmanirbhar Bharat, make in India and Digital India has enabled it to build a self-reliant, tech-enabled and environmentally conscious enterprise. Through its efforts, QBG is not only tackling pollution but also driving India's shift toward a circular economy. Its philosophy can be perfectly summed up in three words - Sustainable Today, Greener Tomorrow reflecting its mission to power a cleaner, stronger and more self-reliant Bharat.

The Story Of Sanjay Ghodawat Group: A Journey Beyond Boundaries

Sanjay Ghodawat Group delivers a diverse spectrum of products and services across Aviation, Consumer Goods, Education, Energy, Realty, Retail and Textiles. With a strong focus on quality and innovation, the Group provides solutions that enrich everyday life.



A visionary leader transforming ambition into global impact through

values-driven enterprise growth. Every great enterprise begins with a vision — a dream that dares to look beyond the horizon. For Mr. Sanjay Ghodawat, an Indian entrepreneur and philanthropist, that dream was simple yet profound: to enhance lives globally.

From a modest beginning in Kolhapur, his entrepreneurial spirit gave birth to what is today the Sanjay Ghodawat Group (SGG), a diversified conglomerate with a strong presence across Aviation, Consumer Products, Education, Energy, Realty, and Retail. What began as a small business has evolved into a symbol of ambition, resilience, and purpose, touching millions of lives worldwide.

For over three decades, SGG has embodied the spirit to "Dream Big. Be Bold. Go Beyond." Guided by unwavering dedication, Mr. Ghodawat has built the Group not merely through business acumen, but on the foundation of values, ethics, and impact. His

leadership philosophy is deeply rooted in hands-on experience and the belief that true success lies in creating value for others.

Under his visionary guidance, SGG has grown into one of India's leading conglomerates, serving millions of customers globally, nurturing over 21,000 students, and employing more than 11,000 people. From transforming the FMCG landscape through Ghodawat Consumer Limited (GCL) to building educational institutions like Sanjay Ghodawat University (SGU), Sanjay Ghodawat International School (SGIS), and Sanjay Ghodawat IIT & Medical Academy (SGIMA) — Mr. Ghodawat has turned bold ideas into thriving realities.

In aviation, Star Air is redefining regional connectivity with its mission to "Connect Real India," making air travel



Sanjay Ghodawat
Founder and Chairman,
Sanjay Ghodawat Group

accessible and seamless. In retail, Star Localmart is revolutionizing neighbourhood shopping by bringing a modern retail experience to smaller towns and semi-urban India. The Group's real estate ventures further mirror its pursuit of excellence through landmark residential and commercial projects.

At its core, SGG thrives on integrity, transparency, and a culture where doing the right thing defines every relationship with employees, partners, and communities. This commitment to ethical growth and sustainable progress continues to shape every business under its banner.

The story of SGG is one of vision, innovation, and transformation — a journey that proves how a dream from Kolhapur can inspire global impact. With a united team and strategic foresight, SGG stands poised to shape the future of business in India and beyond.

"Life is just like riding a bike, hard work and discipline are the two wheels that keep you moving forward. Stay balanced, keep moving & success will follow."



Falguni Nayar - The Woman Who Redefined India's Beauty and E-Commerce Landscape

From Banking Boardrooms to Building a Beauty Empire

Falguni Nayar's remarkable journey from investment banker to entrepreneur is a testament to courage, vision, and reinvention. After nearly two decades at Kotak Mahindra Bank, where she served as Managing Director of Kotak Mahindra Capital, Nayar made a bold move: at the age of 50, she founded Nykaa in 2012. Her goal was simple yet ambitious: to create a trusted platform for beauty and lifestyle in India. What began as a modest online beauty store soon became India's leading beauty, wellness, and fashion retailer, transforming how millions engage with personal care and style.

Building Nykaa - Redefining India's Beauty Retail

When Nayar launched Nykaa, India's beauty industry was fragmented, with limited access to genuine global products. She recognised this gap and built a brand grounded in trust, authenticity, and accessibility by sourcing products directly from authorised distributors and managing in-house logistics. Nykaa ensured every item was genuine, winning over consumers across India. Over the years, Nykaa expanded into fashion and wellness, becoming a one-stop destination for aspirational shoppers. Today, with 1,500+ brands and 68 stores, Nykaa is not just a retail giant but a symbol of empowerment, confidence, and individuality. Its vertical Nykaa Fashion further cemented the company's

A Visionary Who Transformed a Dream Into a Digital Powerhouse



Falguni Nayar

Founder & CEO, Nykaa

position as a lifestyle leader that blends affordability with aspiration.

Empowering Women and Inspiring a Generation

For Nayar, entrepreneurship has always been about empowerment. Through Nykaa, she encouraged millions of Indian women to embrace self-care as self-confidence. As one of India's few self-made female billionaires, her journey has inspired countless entrepreneurs to dream fearlessly.

Her achievements have earned her prestigious honours, including EY Entrepreneur of the Year (Startup Category) and The Economic Times Businesswoman of the Year (2019). Nykaa's historic 2021 IPO, valued at \$13 billion, made her the wealthiest self-made Indian woman a defining moment for women-led startups in India.

A Beacon of Bharat Change Maker

Falguni Nayar's story mirrors the spirit of Bharat Change Maker an India that innovates, empowers, and dreams big. Beyond Nykaa, she contributes her expertise to leading companies such as Dabur, ACC, Endurance Group, and Tata Technologies. Her mantra, "You are never too old to dream again," captures the essence of her journey. Falguni Nayar didn't just build a billion-dollar brand she built belief. Her story reflects an India where innovation, inclusion, and inspiration drive the nation's progress.

RAJE CONSULTANTS - Redefining India's Engineering and Infrastructure Excellence

Delivering integrated engineering solutions that shape India's resilient, sustainable built environment



Varun Raje, Managing Director, RAJE CONSULTANTS



A Legacy of Vision and Leadership

RAJE CONSULTANTS stands today as one of India's most respected multidisciplinary engineering consultancy firms an achievement built on decades of vision, commitment and innovation. Established in 2000 and shaped into its current avatar in 2007, the firm has flourished under the guidance of Dr. H.M. Raje and the dynamic leadership of Mr. Varun Himanshu Raje. Their combined emphasis on technical excellence and client-centric delivery has propelled the company to the forefront of the nation's infrastructure and construction ecosystem. With a team of over 170 skilled professionals, the firm has completed more than 10,000 projects, spanning 10 million square feet of built-up space across India.

Comprehensive Expertise Across the Infrastructure Value Chain

What sets RAJE CONSULTANTS apart is the breadth and depth of its multidisciplinary capabilities. The firm offers end-to-end services across Structural and MEP Engineering,

Architectural Design, Project and Construction Management, Cost Consultancy, Technical Audits, Infrastructure Design and EPC Turnkey Deliveries. This integrated approach allows clients to engage a single, dependable partner through every stage of development from conceptualization and design to execution and closure. Their portfolio spans Residential, Commercial, Healthcare, Hospitality, Industrial Facilities and Public Infrastructure reflecting a rare versatility and sectoral understanding.

Delivering Reliability, Innovation and Sustainable Impact

In an era where quality, time, and cost efficiencies are paramount, RAJE CONSULTANTS has built a reputation for precision-driven solutions that prioritize safety, sustainability and long-term value. The firm's commitment to incorporating modern technologies, environmentally responsible practices and global engineering standards has earned the trust of private developers, government bodies and institutional clients alike by consistently blending innovation

with structural and functional integrity, the consultancy has helped shape some of India's most reliable and future-ready infrastructure projects.

Vision for the Future: Advancing India's Built Environment

Looking ahead, RAJE CONSULTANTS continues to pursue its mission of becoming one of India's most dependable and future-focused infrastructure design and project management consultancies. Their strategic priorities embracing sustainability, advancing engineering technologies and enhancing service excellence underscore a long-term commitment to national development with every new project, the firm aims not just to design structures but to create long-lasting value for communities, clients and the nation's growing infrastructure landscape.

As India accelerates its journey toward urban transformation and modern infrastructure, RAJE CONSULTANTS remains a distinguished force blending expertise, innovation and integrity to build a stronger, smarter and more sustainable future.

Judge India Solutions - Engineering A Future-Ready Bharat

Validating Excellence Through Technology and Culture



Abhishek Agarwal

President, Judge India & Global Delivery, The Judge Group



In the ambitious narrative of a Viksit Bharat, Judge India Solutions emerges as a pivotal architect of progress, establishing a new paradigm for enterprise efficiency worldwide. Driven by a powerful vision to provide the world's best technology, learning, and talent solutions. The company is committed to making India the definitive global standard for high-value services. Its ethos is firmly built on three core pillars: Innovation, Talent, and Empowerment by strategically leveraging top Indian professionals at the crossroads of transformative technologies. Judge India Solutions is actively building a future-ready workforce and elevating the nation's standing as a premier source of world-class digital expertise, truly embodying the spirit of a Bharat Change Maker.

Pioneering Transformative Solutions for a Global Stage

At the heart of Judge India Solutions' impact lies its relentless pursuit of innovation, powered by dedicated research and development. The company is transforming the future of learning with its advanced

Learning Experience Platform (LXP): Brihha. This one-stop solution, supporting over one million active users monthly across 78 universities, features in-built video conferencing, AR/VR studios, and dynamic learning paths to make quality learning truly accessible. Furthermore, by strategically entering the virtual hardware space through a key partnership with industry leader Arm, Judge India Solutions is enabling global companies to significantly enhance their entire development lifecycle, cementing India's crucial and sophisticated role in semiconductor technology.

Validating Excellence Through Technology and Culture

Judge India Solutions' role as a change maker is powerfully validated by a string of prestigious recognitions that blend high-tech innovation with a people-first culture. The Brandon Hall Award for Excellence in Technology 2024 for its Generative AI platform, Matis AI, and the CII Top 50

Most Innovative Companies award highlight India's growing capability to pioneer cutting-edge solutions on a global scale. Equally significant are its consecutive Great Place to Work certifications, which reflect its deep dedication to fostering an inclusive, high-trust environment where the best Indian talent can thrive and drive meaningful global success.

Empowering a Nation for the Next Wave of Technology

The company's mission of leveraging top talent directly aligns with building a future-ready nation by proactively skilling its diverse workforce. Judge India Solutions creates a sustainable talent surge primed for the challenges of tomorrow. By empowering businesses and individuals with cutting-edge solutions and world-class opportunities respectively, the company directly fosters robust economic growth and ensures that India is not just a participant, but a true leader in the next global wave of technological innovation.

Inspiring Changemakers: Showcasing the minds shaping India's future with purpose



Dipti Agrawal

Co-founder & CEO - Tudip Technologies

Tudip Digital, a global technology company with 15 years of excellence, has emerged as a trusted innovation partner for businesses navigating digital transformation. With a strong presence across 8 countries and a team of 500+ professionals, Tudip specializes in crafting bespoke software solutions that drive measurable business impact. Guided by its core principles of Integrity, Innovation and Serenity, the company consistently delivers cutting-edge, value-driven results across industries. Co-founded by CEO Dipti, a dynamic technology entrepreneur with deep consulting expertise, Tudip continues to empower enterprises worldwide through visionary leadership, customer-centricity and a commitment to shaping a smarter, tech-enabled future. 🌱



Venkatesh Rajendran

Co Founder - Simbli AI

Simbli AI is an advanced agentic AI platform that streamlines real work through intelligent, autonomous digital agents, starting with Alfred, the Social Media Agent who plans, creates, and schedules content across platforms with human-level precision. Built for entrepreneurs, creators, and teams who want to scale without increasing manpower, Simbli AI combines deep reasoning, workflow automation, and seamless integrations to act as a digital workforce that gets things done. With more specialised agents launching soon across sales, research, customer engagement, and operations, Simbli AI is evolving into a complete suite designed to help you work smarter, faster, and significantly more efficiently. 🌱



Raghav Jain

CEO - EDU

EDU ERP is redefining India's education ecosystem with its next-generation SaaS platform designed to streamline academic, administrative, and financial operations for institutions. Built to support the vision of Viksit Bharat, the platform integrates AI-driven attendance, automation, secure cloud access, and intelligent communication tools to create efficient, transparent, and digitally empowered campuses. With over 100 institutions onboarded and a 95% client retention rate, EDU ERP has emerged as a trusted EdTech partner driving innovation in learning environments. By simplifying complex processes and enabling smarter decision-making, EDU ERP empowers educators to focus on nurturing future leaders and shaping a knowledgeable, tech-driven India. 🌱

Inspiring Changemakers: Showcasing the minds shaping India's future with purpose



P Venkateswara Rao

CEO & Director - mTouch Labs Private Limited
 mTouch Labs - From Rejection to Revolutionizing Bharat's Digital Future
 Born from a moment of rejection, mTouch Labs, founded in 2011 by Mr. P Venkateswara Rao has grown into a symbol of resilience and innovation. What began as one man's dream is now empowering businesses across 10+ countries with AI-driven platforms like Junotix and mCartify, helping Indian SMEs go digital with ease. Over the years, the company has created 250+ jobs embraced talent from small towns and built technology that's simple, inclusive and proudly Made in Bharat. Aligned with Digital India and Atmanirbhar Bharat, mTouch Labs continues to expand globally proving that when passion meets purpose, innovation can truly transform lives and shape the nation's future. 🌱



Shankar Srinivasan

Founder & CEO - dResume
 dResume is redefining recruitment by replacing traditional paper resumes with structured, digital-first profiles that are responsive, interoperable and globally accessible. Founded with the vision to make hiring paperless and inclusive, the platform supports over 13 Indian languages, ensuring technology adapts to users, not the other way around. Built in India for the world, dResume empowers jobseekers and recruiters with real-time, data-driven profiles, driving sustainability by eliminating paper use. Recognised as one of the "most innovative companies" at the 2025 World Innovation Congress, dResume reflects India's spirit of innovation, inclusion, and digital transformation toward a truly Viksit Bharat. 🌱



Ramesh Aiyangar

Founder - TechWrite Pro
 Founded by Ramesh Aiyangar, Tech Write Pro is a premier technical writing company and training provider dedicated to empowering technical communicators. With nearly four decades of experience, Ramesh's passion for simplifying complexity inspired the Technical Communicators Mentoring Program (TCMP) in 2020 and the Institute for Technical Communicators of India (ITCI) in 2018. Incorporated in 2023, Tech Write Pro offers expert-led documentation services and training programmes for aspiring and experienced writers. Honoured with the STC Fellow (2019) and Glory of India Award (2023), Ramesh continues his mission to elevate the art of technical communication and inspire knowledge sharing. 🌱



Ankita Gupta

- **Founder & Principal Architect - I Design Spaces**
- **Director Estate - Seema Dental College & Hospital, Rishikesh**
- **Director - Align Hospitality**
- **Trustee - NGO Manasvini**

Ankita Gupta's journey reflects passion, persistence, and purpose. An architect by profession, she launched her interiors practice in 2017, with her work later featured in Architectural Digest, Elle Decor, and other leading design platforms. In 2023, she expanded into construction, followed by a move into hospitality in 2024—marking her bold evolution into new creative territories. Alongside her design practice, Ankita manages her family's estate affairs and is actively involved in professional communities. In 2019, she founded Manasvini, an NGO empowering underprivileged women through skill-building and employment. She continues shaping spaces, opportunities, and communities with unwavering vision and intent. 🌱

Reliable Brands: Showcasing the brands India trusts to deliver excellence



Nikhil Inamdar

Director - Strudcom Consultants Pvt. Ltd.
 The Strudcom Story Founded in 1983 by Jayant V. Inamdar, Strudcom Consultants Pvt. Ltd. began as a small structural consultancy in Pune and today under leadership of Er. Nikhil Inamdar has grown into a nationally recognised engineering firm. With a mission "to create structures that exceed customer expectations", Strudcom has delivered landmark projects across India, including residential townships, IT parks, bridges, and water treatment plants. Pioneering systematic design processes and in-house software innovations, the firm earned ISO 9001:2001 certification in 2003. Backed by a skilled team of 160 plus professionals, Strudcom has received numerous accolades, including the CREDIA Hyderabad, Pune and Realty+ Awards - 40 Under 40, 2025 edition and the most prestigious COEP Abhimaan 2025 reaffirming its excellence in structural engineering. 🌱



Rajesh Saboo

Founder & CEO - ideas4Transformation Pvt. Ltd.
 ideas 4 Transformation is redefining operational excellence across India's retail and QSR sectors. With 550+ professionals across 70 cities, it supports 1,000+ customer locations and 10,000+ stores, warehouses, and offices nationwide. Its 24/7 centres in Thane, Bengaluru, and Delhi ensure uninterrupted business for 40+ customers and 100+ brands. A dedicated Physical Disaster Recovery Center for TSD strengthens resilience and continuity. With 700+ store openings across 28 brands and 193 cities, including 50+ in a single day, the company demonstrates unmatched execution capability. Under its Lakshya 2030 vision, it strives to build a sustainable, high-performing, and innovation-led organisation. setting new standards for the future of India's retail and QSR ecosystem. 🌱



Siba Prasad Pulugurty

Co-founder - CloudTechner Services Private Limited
 Siba Prasad Pulugurty, Co-founder of CloudTechner, brings 25 years of experience in IT infrastructure, cloud, and DevOps modernization. Before founding CloudTechner in 2020 with Prabhakar Chappidi, he led cloud adoption and automation in senior tech roles. Siba believes the right mix of skills and craft drives business transformation. CloudTechner started as a consulting firm rooted in this philosophy and has since grown into a comprehensive cloud solutions company, offering consulting, implementation, and product innovations. Through its innovative products and solutions, the company addresses key challenges faced by Indian SMBs in cloud and AI adoption, empowering them with Security, AIOps, and FinOps offerings. 🌱



Nikhil Jathar

CTO - Avansaber Technologies
 AvanSaber, under the visionary leadership of CTO Nikhil R. Jathar, is transforming global enterprise and supply chain logistics through cutting-edge AI, XR and SaaS innovations. Renowned for milestones like the acquisition of ZapInventory.com and "Super Snail" IP, the company continues to pioneer next-generation solutions such as StockVR, an immersive XR platform revolutionising logistics operations. Honoured with global recognitions like the DotComm Platinum Award and contributing to IEEE-USA's AI policy initiatives, Nikhil Jathar's leadership ensures AvanSaber stands at the forefront of secure enterprise AI agent platforms, shaping a smarter, more efficient and globally connected business ecosystem. 🌱

Mother, Leader, Visionary: Leading A Legacy Business With Heart

Carrying Forward a Legacy with Empathy, Purpose, and Courage

I grew up watching my father, sleeves rolled up, leading with quiet strength, authenticity, and purpose. PM Relocations was more than a business — it was his dream, built on trust, empathy, and care. Our home often doubled as his office, where I would peek into meetings, watch boxes being packed, and witness families starting new chapters. My mother, with her quiet strength and unwavering presence, became the backbone of our family and business, showing me that true leadership grows from empathy, patience, and authenticity.

At 21, I stepped into PM

Relocations as a young woman in a male-dominated industry, carrying the weight of my father's legacy. Every challenge tested me — from tough decisions to proving my capabilities. I learned to lead with heart, blending listening, problem-solving, and empathy with innovation and vision. Over time, I found my voice, shaping a leadership style rooted in authenticity, courage, and care, while staying true to the values that built PMR.



Aakanksha Bhargava
CEO, PM Relocations Pvt. Ltd.

Motherhood — A Transformative Chapter

Motherhood reshaped the way I see life and leadership. My days became a blend of boardroom calls, strategy meetings, school runs, and bedtime stories. At first, the balance felt overwhelming, but I realized parenting and leadership share much in common — both require patience, empathy, and nurturing growth.

Through my daughter, I've learned that strength isn't about doing everything perfectly — it's about showing up, giving your heart, and embracing each moment. Motherhood didn't slow me down; it gave me depth, perspective, and a renewed understanding of what it means to lead with care.

The Art of Balancing Multiple Roles

Balancing roles as a mother, a leader, and a visionary is never straightforward, but it is deeply rewarding. Some days, I'm making critical business decisions; on others, I'm cheering at school events or tucking my daughter into bed. Each role informs the other. The compassion I gain as a mother makes me a better leader, and the resilience I develop as a leader helps me navigate motherhood with confidence.

Leading with Heart

My journey continues to be guided by one simple truth — to lead with authenticity, nurture with empathy, and grow with purpose. Whether at home or at work, every role I play comes from the same place — the heart. Being a mother, a leader, and a visionary isn't about doing it all; it's about doing it with love, intention, and grace.



Kisna – Making Every Home Shine with Trust, Elegance, and Purpose

Kisna, the flagship brand of the Hari Krishna Group, stands as one of India's most trusted names in diamond and gold jewellery. Founded with the vision of "Har Ghar Kisna", the brand strives to make certified diamond jewellery affordable and accessible to every Indian household. From everyday wear to bridal elegance, Kisna beautifully blends traditional Indian artistry with contemporary design, creating timeless pieces that celebrate life's most precious moments.

With over 1,500 shop-in-shop outlets and 120+ exclusive


showrooms across India, Kisna continues to expand its footprint in both urban and semi-urban markets. Under the dynamic leadership of Parag Shah, CEO of Kisna, the brand has become a pioneer in value-driven, ethically crafted jewellery. Leveraging technology as a growth engine, Kisna has introduced AR/VR-enabled virtual try-ons, AI-powered design tools, and data-driven systems to enhance the customer experience.

Beyond business, Kisna is deeply committed to social responsibility, planting trees in the name of every customer, feeding the needy, donating



 **Parag Shah**

CEO - KISNA Diamond & Gold Jewellery

blood, and contributing to initiatives that fight poverty, improve health, and promote education. Guided by Ghanshyam Dholakia's legacy of ethical craftsmanship through the Hari Krishna Group, Kisna continues to inspire trust, innovation, and integrity—making every home in India truly shine. 

Bizwin Consulting- Driving Bharat's B2B Growth with Strategy, Structure and Purpose

Founded with a mission to bridge the sales strategy gap in India's B2B ecosystem, Bizwin Consulting has emerged as a trusted growth partner for IT, Manufacturing and Professional Services companies. Recognizing the challenges faced by small and mid-sized firms that lack access to top-tier consulting expertise, Bizwin has been "hand-holding" businesses to accelerate growth through customized strategies, tools and frameworks designed for measurable impact. Built on its core values of Empathy, Energy, Excellence, Ethics and Effectiveness, Bizwin's success is powered by its proprietary SAGE framework and ADVICE methodology that combine real-world insights with digital tools



Bizwin Solutions Private Limited: Bizwin Team

to boost sales effectiveness of its clients. With a team of industry experts having an average of 28 years experience, the firm embodies thought leadership and reliability. As India moves toward Atmanirbhar and Viksit Bharat, Bizwin is expanding beyond borders

beginning with its new office in Dubai, and future plans for Europe and the US. Its 100% client reference rate reflects deep trust and consistent value creation. Bizwin's story is not just about business growth it's about building a self-reliant and globally respected Bharat. 

Code, Conviction & Country - The Cyber Vision of Sumit Chouhan

A visionary cybersecurity leader driven by precision, principle, and purpose, Sumit Chouhan stands at the forefront of India's digital security revolution. With expertise spanning enterprise, automotive and critical infrastructure systems, he believes cybersecurity is not merely a defensive layer but the foundation of digital trust and national resilience.

Guided by a design-first security philosophy, Sumit ensures that every innovation at Destro Solutions aligns technological advancement with measurable governance, global

compliance and sustainable resilience. Under his leadership, the company has become a trusted force redefining how organisations integrate security into design, compliance and innovation.

His leadership blends foresight and technical depth, mentoring young professionals, advancing indigenous security research, and fostering a culture of ethical, responsible innovation. Beyond corporate corridors, he contributes to India's cybersecurity ecosystem through policy engagement, capability building and cross-sector collaboration.



Sumit Chouhan

CISO and SVP, Cybersecurity,
Destro Solutions Private Limited

Looking ahead, Sumit envisions a world where every digital interaction is secure by design. Recognised for global leadership and driven by results, he continues to build not only technical fortresses but a culture of trust, accountability, and responsible progress that inspires confidence from boardrooms to end users worldwide, a study in how conviction and conscience can shape the future of cybersecurity. 🌱

Architecting a Healthier Bharat: Aeiforia's Mission for Human-Centric Infrastructure

As India builds its Viksit Bharat vision, Aeiforia Architects is pioneering the crucial infrastructure that powers its human capital. Moving beyond traditional "green building," the firm champions the "Right to Breathe Right," a philosophy that links eco-conscious design directly to national productivity.

Led by visionary founders **Ar. Bhupendra Kumar** (M. Arch Gold Medalist) and **Ar. Pragma Tripathi** (IGBC Accredited Professional), Aeiforia engineers workspaces that are not just sustainable but human-centric, designed to "boost output, lower absenteeism, and promote a culture of wellbeing".



Mr. Bhupendra Kumar

Managing Director, Aeiforia Group

Pragma Tripathi

Co-founder, Aeiforia Group

This commitment is validated by the prestigious IGBC Platinum Certification and the "Big Impact Creator Award" for its ESG initiatives.

By focusing on healthy indoor environments, Aeiforia is proving that the road to 2047 is built on resource security and, most importantly, the well-being of its people. The firm is not just constructing buildings; it is architecting the productive and healthy future of the Indian workforce. 🌱

Ruma Batheja: A Future-Forward Leader Redefining B2B Advisory

Driving Knowledgetics with Insight, Integrity, and Innovation



Ruma Batheja

Co-founder, Knowledgetics Research Pvt. Ltd.



Ruma Batheja, Co-founder of Knowledgetics Research Pvt. Ltd., stands as a dynamic force reshaping the consulting and analytics landscape. Her approach goes beyond traditional advisory where she blends advanced technology with deep human insight to elevate how organizations think, decide, and grow. Ruma and the team at Knowledgetics excel at transforming information into intelligence, enabling clients to achieve measurable impact in an increasingly complex global environment.

With over a decade of consulting excellence, Knowledgetics Research Pvt. Ltd. a global research and advisory firm operates across India, the UK and the US, supporting clients in 10+ countries with insights that drive strategic clarity, operational efficiency, and sustainable growth. Built on a foundation of research rigour and analytical precision, Knowledgetics helps organisations anticipate shifts, embrace innovation, and make smarter decisions in a rapidly evolving business landscape across sectors including telecom, solar energy, sustainability, manufacturing, IT, semiconductors, automotive, education, and agri-based industries.

Knowledgetics' service ecosystem includes:

- **Business Research & Market Intelligence:** data-rich insights for strategy, growth, and competitive positioning.
- **Advanced Analytics & Data Interpretation:** enabling leaders to act on patterns, risks, and opportunities.
- **Innovation & Transformation Consulting:** helping organizations adopt emerging technologies and redesign processes.
- **Technology Adoption & Automation:** assessment, readiness, and implementation support.
- **Organizational Development:** leadership programs, up-skilling interventions, and change management..

The company's unique strength lies in its ability to combine advanced analytics, market intelligence, innovation consulting, and capability-building into a single, integrated advisory ecosystem. These solutions empower organizations to strengthen decision quality, accelerate transformation, and build resilient, future-ready workforces.

Knowledgetics has built a strong reputation for precision, reliability, and impact reflecting depth, discipline, and dedication in delivering quality custom projects that define the organisation's commitment to creating value with integrity and excellence. The

firm has successfully serviced 75+ clients across industries and geographies, backed by a seasoned management team with a cumulative 70+ years of leadership and consulting expertise. Over the years, Knowledgetics has completed 550+ projects with consistently high quality and client satisfaction.

Clients across continents consistently highlight Knowledgetics' sharp analytical capabilities, structured thinking, and ability to deliver clarity in ambiguous situations. They commend the firm's timely execution, qualitative delivery, and transformative business impact. Many describe the firm as a "trusted long-term partner" that approaches every engagement with professionalism, integrity, and a genuine commitment to business outcomes.

Ruma Batheja's leadership has shaped Knowledgetics' culture of ethical consulting, human-centric problem-solving, and relentless pursuit of excellence. Under her stewardship and with her distinctive leadership style grounded in clarity, empathy, and strategic foresight; the company has built a reputation for deep expertise, trusted partnerships, and high-impact outcomes, setting a benchmark that continues to distinguish the firm across global markets.

Knowledgetics, with its global footprint, robust service ecosystem, and visionary leadership, continues to redefine what insightful, ethical, and impactful consulting looks like. The firm remains committed to empowering organizations to scale intelligently, innovate confidently, and build agile, high-performing cultures prepared for the future of work.

Shaping Future Work Through Leadership and Culture Excellence

Dr. Sujaya Banerjee driving global leadership, culture transformation, and integration excellence

In an era shaped by disruption, evolving workforce aspirations, and accelerated organizational change, Dr. Sujaya Banerjee stands out as one of Asia's most influential voices in leadership and culture transformation across the globe.

As Founder and CEO of Capstone People Consulting, headquartered in Mumbai and Singapore, she has built a purpose-driven consulting powerhouse that partners with 200+ leading organizations across industries and geographies. Under her visionary leadership, Capstone has become a trusted name in progressive Workplace Culture, Leadership Capability-Building, and High Performance transformation, and is listed among Forbes' 8 Most Valued Brands for 2025 in HR Services.

Building Culture as a Strategic Differentiator

Capstone believes Workplace Culture is a core business differentiator, especially across Compliance, DEI, ESG, and transformation agendas. Dr. Banerjee has driven large-scale culture shifts in infrastructure, manufacturing, and more than 40 M&A integrations, ensuring seamless People and Culture transitions.

Capstone's award-winning tools and leadership frameworks have earned it a consistent 5/5 client rating and



Dr. Sujaya Banerjee
 Founder and CEO, Capstone People Consulting Group

an exceptional Net Promoter Score of 100. Through curated learning journeys, coaching interventions, and capability-building programs, Capstone strengthens Leadership Mindsets grounded in empathy, agility, accountability, and conscious inclusion—qualities essential for the New Economy.

As Global Educator with Duke Corporate Education -Developing Future-Ready Leaders Through Innovation

A respected Global Educator with Duke Corporate Education, Dr. Banerjee teaches CXO and CEO teams across leading organizations such as Bidvest, Citi, the United Nations, BP, Citibank,

Marsh McLennan, NEOM, BNP Paribas, and John Deere. Her pioneering platform, Pinnacle by Capstone, reimagines leadership identification and development at entry and mid-management levels, preparing future leaders for increasing complexity. With deep expertise in Performance Management, OKRs, and building high-performance cultures, she remains a Trusted Advisor for companies undergoing transformation. Her work with Harvard's Learning and Innovation Lab and her TEDx talks on biases, innovation, and human-centric leadership further amplify her global thought leadership.

Championing Inclusion, Women's Leadership & Social Impact

Dr. Banerjee's impact extends beyond corporate circles into Asia's social and developmental ecosystems. She founded YourCommune, the region's largest holistic learning exchange platform, fostering continuous learning and collaboration. A passionate advocate for Diversity, Equity, and Inclusion, she has positioned Capstone as a preferred partner for organizations pursuing compassionate, inclusive cultures. As Founder of the Women Leadership Forum of Asia, she has empowered thousands of women to rise with confidence and capability. Recognized among the Top 10 Women to Follow in 2026, Dr. Sujaya Banerjee continues to redefine modern leadership proving that organizations shaping the future are those that put people at the heart of transformation.

How Agastya International Foundation Sparks Creativity For Millions across India

Building confidence, curiosity and capability through hands-on learning nationwide today

A Vision That Saw Possibility in the Impossible

When former Wall Street banker turned social entrepreneur Ramji Raghavan first set foot on a barren 172-acre stretch of land in Gudivanka, Andhra Pradesh, few could have imagined what it would become. Where others saw desolation, Ramji envisioned a hub of creativity, a living laboratory where curiosity and imagination would reshape how India learns. His conviction that “education is not about giving the right answers, but about asking better questions” became the foundation of the Agastya International Foundation. Over two decades later, Agastya stands tall as one of the world’s largest hands-on learning movements, transforming education for millions of children and teachers across India.

Revolutionising Learning Through Curiosity and Creativity

Agastya’s unique philosophy—“Aah! Aha! Ha-ha!”—embodies the journey of discovery, understanding, and joy in learning. By taking science out of classrooms and into the heart of rural India through more than 160 Mobile Science Labs and 46 Science Centres, Agastya has turned curiosity into a movement. Children who once hesitated to speak began teaching their peers as Young Instructor Leaders, building confidence and leadership. One such moment of transformation



came when a village girl, Mounika, examined her own blood under a microscope, an experience she described as “a world changing in an instant.” Such moments define Agastya’s mission: to spark curiosity, nurture creativity and build confidence in every learner.

From Barren Land to a Living Classroom

Today, Agastya’s 172-acre Campus Creativity Lab is a model of sustainability and innovation. Once lifeless, it has been transformed into a biodiversity hotspot with over 600 plant species, 100 butterflies, and countless birds and animals. Its eco-architecture, from beetle-shaped auditoriums to butterfly-inspired learning centres, reflects how nature and knowledge can coexist. Every corner of the campus teaches a lesson, where “every tree is a teacher and every trail a classroom.” This hands-on model has reached over 30 million students and 300,000 teachers across 23 states, redefining

what inclusive and joyful education can achieve.

A Global Movement Rooted in Bharat’s Spirit

Agastya’s journey has drawn inspiration and support from visionaries like Dr A.P.J. Abdul Kalam, N.R. Narayana Murthy, Kiran Mazumdar-Shaw, and Rakesh Jhunjhunwala, among others. Partnering with institutions such as IISc, IITs, MIT, and Harvard and corporations including Infosys, Adobe, Hyundai, and J.P. Morgan, Agastya stands as a shining example of India’s “Make in India” spirit in education, and has been recognised with a Google Global Impact Award as well. With an ambitious goal to impact 100 million underserved children by 2032, Agastya is not just transforming learning; it’s reshaping India’s future. From a single spark in Gudivanka to a national movement, Agastya proves that with curiosity, creativity and care, even the steepest mountains can be moved.

Pulp Strategy - Engineering A 'Made in India' Martech Revolution For A Viksit Bharat

Innovating with IP-led martech solutions to power India's digital future

In the ambitious narrative of a 'Viksit Bharat', a nation propelled by innovation and self-reliance, Pulp Strategy emerges as a defining protagonist. Founded in 2011 by Ambika Sharma, the company was conceived with a revolutionary vision: to build a strategy-first, product-led innovation powerhouse, not just another creative agency. This female-founded, bootstrapped firm has masterfully orchestrated its evolution from executing marketing campaigns to architecting proprietary intellectual property (IP). Today, it stands as a full-stack martech and consulting partner, delivering systemic business solutions that empower both Indian brands to scale globally and global brands to win in India, truly embodying the spirit of a Bharat Change Maker.

From Services to Solutions - A Blueprint for Sustainable Innovation

Pulp Strategy's journey is a masterclass in visionary leadership and resilience. The pivotal moment was its deliberate transition from a service-orientated digital agency to a consulting and product-led transformation partner. This was not a mere pivot but a fundamental reinvention, undertaken without the cushion of external VC funding. It

demanded a profound cultural shift, a significant reallocation of resources towards R&D, and a comprehensive retraining of its workforce. The pandemic, which caused disruption to numerous businesses, served as a pivotal moment for Pulp Strategy, highlighting the pressing market demand for scalable, technology-driven solutions. This bold move, turning a constraint into a competitive advantage, has transformed the company into one that builds scalable, ROI-first systems, solving high-friction problems in customer engagement, discoverability and go-to-market (GTM) strategies for its clients.

Innovating at the Intersection of AI and marketing

At the core of Pulp Strategy's transformation are its flagship, India-built platforms, each addressing a critical gap in the market. NeuroRank is a groundbreaking LLM SEO system created to tackle the problem of AI hallucination bias, which often results in fewer Indian brands being featured in generative AI platforms like ChatGPT and Gemini. Complementing this is Yukti, a conversational AI humanoid agent trained on multilingual business contexts, which drives always-on customer engagement at scale, boosting CX efficiency by over 40%. The innovation extends to



Ambika Sharma

Founder and Chief Strategist, Pulp Strategy

Channel Command, a modular GTM engine that optimises partner sales and ROI and Jaldi Engage, a WhatsApp-first CRM making intelligent engagement accessible to Indian SMBs. These are not just technological feats; they are critical tools enabling Indian businesses to compete on a global stage with intelligence and integrity.

Empowering Bharat - Building Digital Infrastructure with Inclusivity

Pulp Strategy's impact is intrinsically woven into India's economic and social fabric. By creating digital infrastructure powered by Indian talent, the company directly contributes to national missions like 'Make in India' and 'Atmanirbhar Bharat'. Their platforms, now deployed across India, APAC and MENA generate digital jobs, drive IP-led exports, and enhance the nation's marketing maturity. This commitment is matched by a deep-rooted focus on sustainability and inclusivity. As a digital-first, near-paperless organisation, Pulp Strategy minimises its environmental footprint. Inclusion is embedded in its talent blueprint, with over

Altera Institute - Reimagining Business Education for India's Digital and AI Future

Reimagining business education for a world driven by technology and purpose

Every revolution begins with a question and for Karan Bhagi, that question was simple yet profound. What began as a personal quest soon evolved into Altera Institute, a new-age B-School that's reimagining business education for the world shaped by technology, data and AI. Founded by the former HUL leader and now Founder & Mentor at Altera Institute and Digiaccel Learning, Karan set out to create an institution where learning isn't confined to classrooms but translates into real-world impact. For him education has always been more than degrees or placements it's about transformation that belief lies at the heart of Altera Institute journey helping individuals discover their purpose, build meaningful skills and thrive in a digital-first world with confidence and character.

Purpose-Driven Beginnings

For Karan Bhagi, education was the foundation of his own journey one that began in a middle-class family and led to a leadership role at Hindustan Unilever. It was there that he learned to "lead with purpose", a philosophy that continues to shape Altera Institute mission today. Recognizing the widening gap between academic curricula

and industry needs in the digital era, Bhagi, along with co-founder Aalekh Tripathi set out to build a new-age B-School that prepares professionals for the realities of the modern economy. Thus, Altera Institute was founded to reimagine the gold standard of business education for a world powered by AI, eCommerce and data-led decision-making.

Driving Industry-Relevant Learning

In just three years, Altera Institute has earned recognition from leading corporates for its real-world impact. Over 40 companies, including HUL, Amazon, ITC, Godrej, 3M, Nestle and Himalaya use Altera Institute programs to upskill their employees. The institute's flagship PGP in Applied Marketing an industry-backed equivalent of an MBA has produced stellar results. Students from the Class of 2025 achieved a median salary of Rs 18.1 LPA (IPRS audited) with recruiters such as Amazon, Flipkart, Blinkit, Honasa, Himalaya, Jubilant FoodWorks and Godrej Consumer. At the core of Altera Institute philosophy are two timeless values: excellence and resilience. Every aspect of the institute from curriculum design and mentorship to student experience is built



Karan Bhagi

Founder and Mentor, Altera Institute and Digiaccel Learning

around setting a high bar for performance and character. Students are trained not only to master marketing and product management but also to think critically, act ethically, and persevere through challenges. "Resilience," Bhagi believes, "is the defining trait of every successful professional or entrepreneur."

Empowering Bharat through education:

Altera Institute is building the next generation of business leaders in Bharat, raising the bar with quality education in Marketing and eCommerce. With 135 PGP students and over 5000 professionals upskilled through Management Development Programmes, their alumni are helping build businesses that define Bharat's future. Karan's message to aspiring entrepreneurs is clear "Ideas are easy, execution is the differentiator". He believes this is India's moment and through Altera Institute's transformative education model, the next generation is well equipped to seize it.

Empowering Bharat's Workforce: How Navriti Technologies Pvt Ltd Is Transforming Skill Assessment And Employability

Enabling fair, future-ready skilling through inclusive innovation and nationwide digital access

Building Purpose Through Leadership

Behind Navriti Technologies Pvt Ltd success stands a visionary leader who turned personal introspection into national impact. Driven by a desire to create meaningful change, the founder's journey from engineering and corporate life to entrepreneurship was guided by the pursuit of purpose over profit. This mindset shaped Navriti Technologies Pvt Ltd into more than a company it became a movement centred on empowerment, integrity, and human potential. Embracing servant leadership, the organisation fosters ownership and growth within its team, ensuring that leadership is shared, not centralised. Over 13 years later, this purpose-driven philosophy continues to inspire innovation and compassion at every level of the organisation.

Revolutionising Skill Assessment in Bharat

Navriti Technologies Pvt Ltd stands at the forefront of India's skilling revolution, redefining how talent is assessed, certified, and empowered. With its AI-powered, multilingual assessment platform, the company has made skill validation accessible even in remote and low-connectivity regions. Navriti Technologies Pvt Ltd focus on the unorganised sector, the backbone of Bharat's economy, has brought millions of blue- and grey-collar workers into the formal ecosystem through

transparent, technology-driven evaluations. Its proprietary innovations, such as AI-enabled anti-cheating and proctoring systems, ensure fairness and credibility at scale. By bridging the gap between education, employability, and industry needs, Navriti Technologies Pvt Ltd has become an indispensable enabler of India's mission to be the skill capital of the world.

Driving Inclusive and Sustainable Impact

Inclusivity and sustainability form the foundation of Navriti Technologies Pvt Ltd ethos. Every assessment it conducts contributes to social upliftment helping individuals secure livelihoods with dignity and confidence. Through a digital-first approach, the company has reduced paper use, minimised its carbon footprint, and built efficient, cloud-based systems that champion environmental responsibility. Navriti Technologies Pvt Ltd multilingual and accessible platforms ensure that technology empowers rather than excludes. Its workforce reflects the diversity it promotes with women and individuals from varied regions and backgrounds in pivotal roles. For Navriti Technologies Pvt Ltd, progress means shared growth, where technology, people, and the planet thrive together.

Scaling for a Skilled, Self-Reliant Bharat



Mrinal Kumar
 Founder & CEO, Navriti Technologies Pvt Ltd

As India advances toward becoming a global powerhouse of talent, Navriti Technologies Pvt Ltd ambitions are aligned with national missions like Skill India, Digital India, and Atmanirbhar Bharat. With innovations such as Certiplate, its flagship AI-based assessment platform, and the upcoming Careermap, which connects assessments directly to employability, Navriti Technologies Pvt Ltd is building an ecosystem of lifelong learning and opportunity. Actively contributing to government-led assessment reforms, the company has helped shape credible evaluation systems across India. Every initiative reflects its core values Empowerment, Credibility, and Transformation embodying the spirit of Bharat Change Makers. By empowering individuals through fair, transparent, and data-driven skilling, Navriti Technologies Pvt Ltd is not just assessing talent; it is building the future of a stronger, more self-reliant Bharat.

Boardrooms in Transition: How India's GRC Framework is Redefining Corporate Governance



By Huzeifa Unwala

The rise of GRC as a catalyst for sustainable corporate leadership

India's corporate governance ecosystem has witnessed a decisive shift over the past decade, driven by regulatory reforms led by SEBI, RBI, and IRDAI. These changes have elevated boardroom expectations and redefined the role of Governance, Risk, and Compliance (GRC). No longer limited to defensive oversight, GRC has become a strategic pillar enabling better board performance, organizational resilience, and sustainable long-term value creation.

SEBI & Allied Laws: Raising Governance Standards

SEBI's LODR regulations, coupled with provisions under the Companies Act, 2013 and labour laws, have set new benchmarks for accountability and transparency. Key mandates include board diversity with at least one woman independent director among the top 1,000 listed companies; increased reporting on the POSH Act, Maternity Benefits Act, and CSR initiatives; and mandatory BRSR (Business Responsibility and Sustainability Reporting) for the top 1,000 listed entities, soon extending to the top 2,000. The enhanced scrutiny

of Related Party Transactions (RPTs) requires clear business justification, fair valuation, and shareholder approval for material transactions. While the separation of Chairperson and CEO/MD roles is now voluntary, SEBI continues to encourage this governance best practice. Boards must also disclose a detailed skills matrix highlighting director competencies.

RBI: Technology and Cyber Resilience in Focus

Recognizing that cyber and digital risks are now strategic, the RBI issued its Master Direction on IT Governance, Risk, Controls and Assurance Practices in November 2023. Effective from April 2024, the directive mandates a Board-level IT Strategy Committee chaired by an independent director with proven technology expertise. Boards are now accountable for cyber risk assessments, business continuity planning, third-party risk management, and data protection. The direction reinforces that technology governance is a boardroom responsibility, not an operational afterthought.

IRDAI: Strengthening Governance for Insurers

The IRDAI's 2024 Master Circular on Corporate Governance aligns insurers with global best practices. Requirements include at least three independent directors (with one woman director), prior regulatory approval for appointing the Board Chairperson, mandatory

Audit, Risk, and Policyholder Protection Committees, annual board evaluations, and enhanced stewardship standards. These measures aim to strengthen governance maturity while ensuring policyholder protection.

Committee-Driven Governance & Rising GRC Skills

Indian boards are adopting structured committee charters across Audit, CSR, Risk, Nomination & Remuneration, ESG, Technology, and Stakeholder Relationship. Simultaneously, boards increasingly seek directors with expertise in cybersecurity, AI governance, risk management, legal compliance, and ESG. Research consistently shows that such skill diversity leads to stronger oversight and higher stakeholder confidence.

Bridging the GRC Headcount Gap

Despite greater awareness, many organizations still face GRC staffing gaps at middle and operational levels, slowing escalation of emerging risks. However, AI-led monitoring, data analytics, and automation are helping close this structural weakness and enabling early detection.

The Road Ahead: Stewardship and Sustainable Value

Regulators now expect boards to operate as stewards of trust, transparency, and technology. The future belongs to boardrooms that view GRC not merely as a compliance function but as a catalyst for sustainable value creation and institutional trust.

Tanaashi Technologies - Empowering MSMEs with Scalable Digital Transformation

Building agile technology platforms that strengthen MSME productivity and competitiveness

Tanaashi Technologies Pvt. Ltd. has emerged as a transformative force in India's MSME ecosystem, enabling small and medium enterprises to embrace digitalization with confidence, clarity and measurable outcomes. Under the visionary leadership of technology entrepreneur Ayush Agarwal, the company has built a robust portfolio of ERP, CRM, automation, and AI-driven solutions tailored specifically to the operational realities of growing businesses. With more than a decade of deep enterprise-tech expertise, Ayush has steered Tanaashi's mission toward affordability, adaptability, and user-centricity helping MSMEs streamline operations, enhance productivity and unlock new levels of competitiveness.

Innovative Digital Platforms Reshaping Business Operations

At the core of Tanaashi's success is its portfolio of agile, modular, and scalable platforms designed to address critical business challenges. The flagship Digisec ERP and WMS systems offer MSMEs the flexibility to align technology with their unique workflows, significantly reducing implementation time and cost. Complementing these systems are intuitive vendor and stakeholder portals that simplify RFQ management, delivery tracking and compliance, bringing unprecedented transparency to

supply chain operations. From AI/ML-powered insights for sales and costing optimization to advanced dashboards and BI tools for strategic decision-making, Tanaashi's solutions empower enterprises to operate with precision and foresight.


Harnessing AI & Predictive Analytics for Global Competitiveness

Tanaashi stands at the forefront of MSME-focused AI innovation, helping businesses leverage advanced analytics that were once accessible only to large corporations. Through smart forecasting tools, MSMEs can now predict demand fluctuations, optimize inventory and prevent stockouts or excess production. AI-led costing models enable competitive and margin-protective pricing, while machine learning driven CRM modules deliver accurate customer behavior predictions and targeted engagement strategies. With global benchmarking dashboards, enterprises gain a clear view of their performance against international standards making it easier to identify gaps, enhance efficiency, and compete in global markets with confidence.

Measurable Impact and a Vision for Global Scalability

The impact of Tanaashi's innovations speaks for itself: more than 100 MSMEs across India have undergone digital transformation, achieving



 **Ayush Agarwal**
 Founder & CEO, Tanaashi Technologies Pvt. Ltd.

up to 30% reduction in operational overheads, improved compliance, stronger vendor relationships, and a culture of data-driven decision-making. The company's solutions cater to a wide spectrum of industries, including manufacturing, FMCG, apparel, healthcare, distribution and retail. Guided by the vision of "One Company, One Tech Platform," Tanaashi has extended its footprint internationally serving clients in Bahrain, Saudi Arabia, Zimbabwe, Nigeria, Poland and USA demonstrating that Indian-engineered technology can deliver global-scale impact.



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