

FORTUNE

OCTOBER 2023

INDIA

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NEWS, EVENTS, PROMOTIONS + IDEAS

MOST VALUABLE BUSINESS ICONS & VISIONARY LEADERS



AMIT
GOSSAIN



ARSHDEEP
SETHI



ABHISHEK
KUMAR



ARUN
SUBRAMONY



Dr. SANJEEN
SAWHNEY



VIPIN VIJAY



JOSEPH
THUMMA



K.S. BALAKRISHNA
SETTY



SUSHMA
BOPPANA



PRANAV
KOTAK



RAJENDRA
VARMA



BITHIKA
ANAND



DR. MEENAA
MAHAJJAN



RANJANA RAJORA
SHARMA



ARIF
FAZLANI



RAKESH
GODHWANI



PARDUMAN
SURI

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REAL ESTATE
HEALTH CARE
ECOMMERCE
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ALPHIND SOFTWARE SOLUTIONS PVT LTD

Nurturing The Power of a People Culture

Mentoring of the highest standards which takes you on a journey of rediscovery to unlock your full potential on a holistic level

Tell us about the company's mission and vision, and how do they align with the advancements in the ever-evolving industry today?

Alphind Software Solutions has over 20+ years of experience in offering both software services and customized solutions. We have the expertise in delivering end-to-end software solutions to Managed Care Organizations and Providers. While the line between physical and behavioral health is getting thinner day by day, with Alphind's specialization in both payer & provider solutions and extensive expertise in behavioral health space, it is better positioned to provide Whole Person Care. The 'person' is the key here. Shifting health care from patient to person is our vision.

What are the values and work culture that drive your organization?

Our people and core values are the foundation of our inspiring culture. Alphind is an "Employee First" company with innovation in its DNA. Many products are being developed concurrently and are lined up for release in the upcoming year. We work with a customer-centric approach. Failure is not a taboo but a motivation to attempt new innovations. We encourage everyone to be an avid learner and teacher at the same time. At Alphind, we believe that "Every Alphie is a Leader". Leaders are not born, they are nurtured and created in an environment that is focused on giving opportunities as well as new challenges for ambitious minds.

"Every Alphie is a Leader"- is a unique mantra. Why does Alphind treat all the employees as leaders? What are the opportunities Alphind provides for employees to nurture leadership qualities in their career trajectory?



Alphind believes that the qualities of a great leader are gender neutral. We are of the view that an individual's strengths and personality traits contribute in creating leadership skills regardless of their gender. The innate quality we look for is a "WHATEVER IT TAKES" attitude and the aptitude for learning as efficiently as possible the following skills: Great Articulation; Inspiring and Developing other Alphies; Embracing Change Instantly, in order to ensure creating such learning opportunities and an inclusive environment.

Alphind has successfully launched leadership programs such as **Global Alphind Women Leadership Council (GAWLC)** and **Alphind Future Leaders Academy (AFLA)**.

Failure is not a taboo but a motivation to attempt new innovations.

How does your organization, going forward, envision its trajectory and future goals?

Alphind shares the vision of serving communities and takes a selfless approach to their success. Our products aim at ensuring our customers are more effective and efficient at treating their customers. Alphind has developed products which could result in creating a happier and healthier environment. Our vision is to provide technologically innovative healthcare solutions to cover every individual and their needs—and recommending early interventions to lead a healthy life.

What is the one thing that you feel will make an "Alphie" stand out from the rest of the market leaders?

Alphind's culture is to focus on the outcome from the perspective of end consumers. Outcome-based solutions will not only be fulfilling but also profitable in the long run and ensure that your passion aligns with your vision. We encourage all our Alphies to 'Think, Dream and Create' as entrepreneurs. And we never miss an opportunity to celebrate our Alphies who find powerful new ways to make this dream come true!

Our Alphies are not only tuned to work with cutting-edge technologies; they also strive to give back to the community with empathy. Hence, our Alphies' evolving potential to innovate and create new world with empathy as a "Whole-Person" makes them a "Stand-alone" force from the usual workforce. ■

OCTOBER 2023

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TEA CULTURE OF THE WORLD

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Carefully Crafting an Inclusive Culture for Mutual Good

Flexibility, Integrity, Trust and Hope remain the constants— they are the deeply embedded cornerstones in a leader's endeavour to build a team that will take his dream forward

Most of us as children have played some version of 'Follow the Leader.' Regardless of what that leader did we were compelled to follow, to stay in the game. At its most elemental level, very early too, even as kids we picked up what that individual would do with the power he was invested at the moment. He could make it quirky and fun...or reveal a mean streak by making us do crazy feats, which he could but we couldn't do... or he could, quite smartly, have us in the palm of his hand by complying with what his followers were willing to try to enjoy the game.

As adults in the working world that childhood game can manifest itself in a hundred sophisticated forms — but the basics remain — the empowerment of the leader and the faith in him of his followers — to stay in the game.

Over time we have witnessed, how savvy business icons and visionary leaders adroitly the world over manage their teams by sharing their vision and inspiring them to embrace it as their own, to set off on an adventurous journey together for a brighter future. A human-centric management style, it has been proven, has reaped rich rewards for leaders such as these. Their success stories are not hidden under a bushel. We find them regularly featuring in corporate rankings at glittering award ceremonies. And it's no longer just about the money. Sharing and caring are the top ingredients being stirred into that cooking pot for the banquet of a successful year-end celebration.

The post-pandemic fallout on management styles has compelled even the most laggardly to serve time in deeper introspection on the way forward for the organization's goals.

The paradigm shift in leadership concerns is rooted in the old tenets of tradition and the individual talent. While earlier leaders laid emphasis on business and operational skills *par excellence* to drive the organization's fortunes, the new imperative is to steer the management cadre towards acquiring more resilient modes of thinking and functioning. This involves inspiring them, by example, to re-set their managerial mindsets and styles and inculcate the spirit of at-the-ready responses to unforeseen, unprecedented threats and challenges — and



also, by unlearning and relearning, to start honing their skills in transforming those into unimagined opportunities — and compel them to see themselves also as champions of change to send that ripple-like effect all the way down the chain of command in every nook and corner of the organizational set-up.

One laudable outcome of the pandemic is that globally it has also compelled leaders and their teams to rethink communication and connection. Empathy is the glue that binds this two-way connect at a deeper level to establish a greater sense of bonding. In turn, it has created in-person opportunities for knowledge sharing, wherein leaders can provide greater insights into leadership measures, inspirational resources, and management style as well as business continuity plans. With greater confidence leaders can share with, and

motivate, the team, as to how armed with these they can together face the challenges which have disrupted the journey for the organization to

achieve its projected goals.

This knowledge-sharing agenda also takes into cognizance the need to adopt new age capabilities such as a digital mindset, crisis handling in a hybrid work mode, revealing an untried adeptness at circumventing change etc. Working in tandem for a collaborative turnaround of the organization's fortunes thus also puts the spotlight on both the leader and his team in terms of business growth and stronger, more inclusive ownership of roles.

These heart-to-heart sessions between leaders and their teams, are being organized in greater frequency today. They have also served to provide the leaders themselves insights, hitherto often unsought, which have proved to have been an invaluable resource for practices and dimensions for tapping a more mindful potential for the organization's future. On the other hand, these sessions have even, sometimes, brought to light hidden talents and abilities which have served to redefine the role of an individual in the team so as to tap into that unknown strength in the future course of the organization.

The post-pandemic fallout on management styles has compelled even the most laggardly to serve time in deeper introspection on the way forward for the company goals.

Historically we have seen that challenges will always remain for leaders, whether its in relation to external factors or within the organization itself. For a resilient leadership in such an ever-evolving work landscape those at the helm need to be constantly on the alert and take change and disruptions in their stride to navigate their way to sustainable growth and healthy bottom lines.

Change and decay is all around us —but instead of crashlanding in a pit of apathy, leaders of quality pick up the pieces and swiftly adapt to and adopt new strategies and innovative ideas to muscle their way on to new paths of hope and endeavour— and inclusive professional growth at both the leadership and team level.

When downturns up the stakes for innovation, as revealed by a Willis Towers Watson study 'Effective leaders know that successful corporate innovation requires a culture that prioritizes learning and experimentation and supports creativity, collaboration and trust among employees, as well as focuses on the outputs and value of innovation efforts.' According to BCG research, '...companies built for the future share a common set of attributes that enable them to exhibit superior performance, be more resilient to shocks and disruptions, and exploit innovation faster for value-creating growth. In addition to people and technology capabilities (including, importantly, AI), one of these attributes is an innovation-driven culture.'

As agents of change in these disruptive times it behoves well for leaders to imbibe in their teams the shared sense of purpose, enthusiasm and energy to propel their inner mojo to tap into their individual talent and delight in committing to perform to their optimum best.

It can be a compelling high for a leader, through his carefully curated leadership qualities, to nurture those saplings in a soil enriched by the generous sharing of knowledge, experience —and a vision which is empowered by the respect and acknowledgement of an inclusive, sustainable growth for the organization and its people. ■



Elevating Experiences

KONE Elevators India's Odyssey of Innovation and Excellence



AMIT GOSSAIN
Managing Director
KONE Elevators India & South Asia

“

We keep safety, quality and sustainability first. With our renewed strategy- 'Sustainable success with customers', we have taken People Flow far beyond the ordinary by harnessing the power of digitalisation and human insight-driven design.

”

If you get a chance to visit Mumbai's iconic new landmark destination, Jio World Centre and stand in awe before the world's largest elevator, take a moment to thank KONE Elevators India and its engineering minds for it, whose expertise has brought this incredible experience to life. As groundbreaking as this innovation is, KONE India's legacy as a global leader in the elevator and escalator industry has been in the making for over 110 years now.

KONE, whose presence in India dates back to 1984, provides elevators, escalators and automatic building doors as well as solutions for maintenance and modernisation to add value to buildings throughout their life cycle. With a production unit in Tamil Nadu near Chennai, it not only serves the Indian markets through its 50+ branches but also radiates across borders, facilitating Bangladesh, Bhutan, Nepal and Sri Lanka.

But let's not stop there, for its achievements are infinite to count. KONE has left many people awe-struck by making the fastest elevator in India and world-class elevators in some of the country's tallest and most prestigious buildings. Today, the firm boasts one of the highest employee engagement and customer loyalty indexes worldwide, which in Amit Gossain's words, "truly goes with our theme of Happy Employees = Happy Customers." That's not it! Its presence and market share have grown substantially in the last decade, painting a picture of success that's quite impressive.

Amit Gossain, the Managing Director for KONE Elevators India & South Asia, carries with him 30 years of experience, having worked in a multi-ethnic set-up and managing several leadership roles in large MNCs in India and abroad including L&T, CNH Global in Sydney, Australia, JCB in India and now with KONE. His expansive knowledge of infrastructure and construction space has made him the Co-Chair of the CII National Committee on Real Estate & Housing and represents IEEMA as Chairman of the Elevators & Escalators Division. He had also been the past President of the Indian Construction Equipment Manufacturers Association, the past Chairman of the Solid Waste Management Committee for CII, and the past Chairman of the Finland Chamber of Commerce in India.

"We keep safety, quality and sustainability first. With our renewed strategy- 'Sustainable success with customers', we have taken People Flow far beyond the ordinary by harnessing the power of digitalisation and human insight-driven design," mentions Amit.

THE FUTURE LOOKS PROMISING

The global Elevator and Escalator market shows all signs of growth in future due to the rising number of skyscrapers in major cities. Hence, the road ahead for KONE appears brighter. "We believe that long-term advantage lies in customer experience and innovation. We not only innovate and create solutions that users love but also create an experience that they can't find anywhere else," states Amit. "Feedback, for us, isn't just feedback; it's an opportunity to improve. We will continue to get feedback from our customers to innovate and co-create to bring groundbreaking technologies into the industry," he further adds.

Additionally, KONE involves itself in a lot of CSR activities as it believes that CSR is not just about responsibility, but also about creating a better future for generations to come. The firm contributes to education for the economically weak, cleaning water bodies, supporting the differently abled people of society through donations of wheelchairs and much more.

SHAKING HANDS WITH TECHNOLOGY

You can look into the needs of today but envisioning and accommodating the needs of tomorrow is where true innovation resides. That's what KONE is doing – revolutionising the user experience by increasing the attractiveness of elevators and providing digitised solutions to add value to the buildings.

At the forefront of this digital revolution are the KONE DX Class elevators that implement human insight-driven design. The automated building operations from 'KONE DX Class' elevators create an access bridge to KONE's digital solutions, which can further be leveraged with KONE's Partner Ecosystem for efficient building operations and management.

And here's to leaving no stone unturned to facilitate uninterrupted services- 'KONE 24/7 Connected Services' that helps the team anticipate the maintenance needs. As MD puts it, "This innovation allows for quick hassle-free repairs, opens communication platforms, which further leads to a more dependable and safer customer experience."

BEYOND THE CRISIS

The grip of COVID-19 hardly spared any industry. However, KONE didn't choose

Leadership Mantra

"My leadership mantra is simple yet powerful: Happy Employees = Happy Customers. When teams are motivated and empowered, they deliver excellent service with passion and speed, thus contributing to a positive company image and laying the foundation for lasting customer relationships."



to falter, rather used the pandemic as an opportunity to innovate, co-create with customers, and evolve its R&D and IT capabilities. The MD believes, "Our true strength, in those difficult times, had been in redesigning work systems and processes with agility, focusing on digitalisation, as well as continuous evolution and adaptation to new ways of working around it."

THE PUSH FOR SAFETY STANDARDS

Gone are the days when lifts were considered a luxury, now even two-storey or three-storey buildings have elevators installed in them. Safety first is safety always. In today's urban setting, where vertical mobility plays a pivotal role, the focus on safety and regulations for installing elevators has intensified. This has brought the need for making the Lift Regulation Act a must-have. To date, only twelve states have gone ahead and put laws in place to ensure the safe installation of elevators.

"It's high time that the government brings uniform guidelines across India for the safety norms to be followed by the elevators and escalators manufacturers. Although global companies and many Indian companies follow strict safety norms as per the guidelines from government implementation agencies, some unorganised players do not fulfil the criterion." ■

Building the Future of Real Estate

Arshdeep Sethi's Vision for RMZ Corp



ARSHDEEP SETHI

**Senior Managing Director & Executive Board Member
RMZ Corp**

Arshdeep Sethi is a Senior Managing Director and Executive Board Member at RMZ Corp. He has been intrinsic to the company's growth story since 2004. In the course of his distinguished tenure, he has been pivotal in shaping and navigating a strategic direction for RMZ Corp. Serving as the chief architect of the Mergers and

Acquisitions division, he has spearheaded key mergers, acquisitions, collaborative ventures and strategic partner alliances. His aspiration is to elevate RMZ Corp to the zenith of the real estate sector, with a continuous focus on corporate reputation, brand credibility and establishment of an ethically exemplary business known for its transparency and superior quality standards.

Arshdeep is a veteran with over 25 years of experience spanning industries such as Real Estate, Telecom and Insurance. He has been a key figure in growing the business through strategic alliances and joint ventures. In 2020, he spearheaded one of the largest transactions in Indian real estate where RMZ divested 18% of their portfolio for over USD 2 billion.

Arshdeep is an active participant at the Royal Institute of Chartered Surveyors and is a crucial voice representing the real estate industry in representations to governmental bodies. His influence extends to frequent engagements as a speaker at industry events, an advisory role for esteemed academic institutions and collaborations with Harvard Business School to shape growth strategies for RMZ.

In a candid conversation with Arshdeep Sethi, he unveils valuable insights about his venture and its vision.

1. Could you share a concise overview of the company, including its fundamental business focus, philosophy, and strategies for expanding its global presence in the future?

RMZ Corp is a global, design and innovation-led real estate owner, investor and developer — one of the largest privately-owned institutions in Asia. RMZ Corp is engaged in the conceptualization, development and management of sustainable, integrated, cognitive spaces that connect people, communities, enterprises and industries. RMZ has historically been focused on developing and operating world-class commercial office spaces, achieving an occupancy rate surpassing 95% across our portfolio, even in the face of challenges like the COVID-19 pandemic and geopolitical uncertainties. Our assets, valued at \$15 billion, encompass a vast 70 million square feet, with an illustrious tenant roster predominantly composed of renowned corporations and global entities. We have consistently commanded rents of over 15% premium over the market and have been focussed on timely completion at scale.

Over the course of 2022-23, we successfully leased more than 5 million square feet across our portfolio, welcoming 38 new tenants. Notably, our core assets are

fully occupied. Our national footprint has also expanded significantly, commencing with groundbreaking in three cities and now establishing our presence in six. Particularly noteworthy are our significant greenfield acquisitions in Mumbai and Pune, key Western region metros. These acquisitions are projected to raise our assets under management (AUM) by a value of over \$3 billion, as we prepare to develop 10 million square feet of prime office space. We are on track to deliver 7 million square feet of premium pre-let office spaces this year.

Our collaboration with Mitsui Fudosan Co. Ltd. initiated in 2019, has resulted in the successful launch of RMZ Ecoworld 30, an iconic 3.5 million square feet development in Bangalore. This development is anticipated to set a global standard for eco-conscious engineering and sustainable growth, doubling as a social hub enriched with unparalleled experiences.

Furthermore, RMZ Corp inked multiple joint ventures with CPPIB in 2021 and 2022. These JVs are focused on developing and operating world-class commercial office spaces in key Indian cities.

2. How do you see the sector grow in the next 5-10 years? What are the new opportunities you see in real estate?

Over the next 5-10 years, the real estate sector is poised to undergo a transformative shift driven by technology, urban revitalization and logistics expansion. Additionally, increasing global focus on wellness and sustainability is creating a new normal. The nature of the office as a space has changed since the pandemic and has become far more complex than it used to be with a focus on greater collaboration, wellness, efficiency, quality and tenant focus. It's further projected that the disruptions caused by global conflicts or exigencies have triggered a tectonic shift towards large consumer demand supply cycles in online commerce, marketplaces and trading. With advancements in AI and data localisation norms, data has become even more important and demand for its safe storage has become critical and widespread. This further enhances growth

prospects in hospitality, entertainment, logistics and data storage.

Accordingly, RMZ has planned strategic investments into logistics, data centres and hybrid/mixed-use developments; in line with its vision of tapping into these emerging trends and opportunities. We believe, as do most global RE observers, that there will be an ascendancy of Global Capacity Centres (GCCs) in India that will impact the commercial real estate landscape. Global corporations seeking operational efficiencies would raise the demand for strategically situated office spaces and technology-integrated facilities which foster productivity and innovation. Tellingly, legacy RE assets are scarce and largely non-compliant to the trending needs of the market. RMZ has always been at the forefront of developing innovative office spaces and we continue to evolve our product to stay ahead of the curve. Our upcoming office projects are fully geared to meet the need for employee comfort, engagement and wellness. In a nutshell, it's these dynamics that underpin RMZ's projected trajectory and CRE strategy.

3. As a core operating principle what process and methodology does RMZ follow to demonstrate or manifest its business value and expertise in driving performance and delivering high-impact outcomes?

As a customer-oriented business, we believe in keeping customer needs at the core of the business, which in turn results in establishing long-term relationships. We focus on creating a culture that is committed to delivering enhanced customer value. Our approach to design thinking, integrated campuses and dynamic environments is evident in our portfolio of premium commercial properties across geographies. Going forward, RMZ Corp will be releasing its Green Procurement, Sustainability and Responsible Investment policies. RMZ Corp has institutionalised the formulation, enactment and enforcement of Governance policies including those on sustainability, sustainable procurement, responsible investment and Corporate Social Responsibilities. These ensure that the implementation of clearly defined guidelines, their roadmap and processes that direct the

pursuit of sustainable business, enabling a process of clarity in communications to various stakeholders.

4. How successfully has RMZ been able to integrate Environmental, Social, and Governance (ESG) factors for development, compliance and sustenance into core-business decision-making to achieve Net Zero by 2035?

ESG is an integral part of RMZ's DNA and we have been able to integrate ESG factors into our core business decision-making to achieve net zero by 2035. Our efforts on ESG are centred around the 6 pillars of wellness, sustainability, social experiences, community, safety and innovation. The company has set ambitious targets for reducing its environmental impact and is undertaking numerous steps to achieve these targets.

We are one of the five companies in the world to sign the commitment letter of the First Movers Coalition promoter by the World Economic Forum.

- RMZ has set science-based targets to reduce its greenhouse gas emissions by 50% by 2030 and achieve net zero by 2035. These targets are in line with the Paris Agreement goals.
- Among other efforts on sustainability, RMZ is exploring neutrality on energy across its portfolio, LEED platinum for certification and LEED Arc for Operations.
- RMZ is investing in renewable energy projects to reduce its reliance on fossil fuels. The company has installed rooftop solar panels on its properties and is also exploring the use of other renewable energy sources, such as wind and hydropower.
- RMZ is taking steps to improve the energy efficiency of its buildings including installation of energy-efficient appliances and lighting and using insulation to reduce heat loss.
- To reduce its water consumption, RMZ is installing rainwater harvesting systems and using water-efficient fixtures.
- RMZ is working to reduce, reuse, and recycle waste. The company has installed waste segregation bins in its buildings and is also working with waste management companies to recycle and compost waste. ■

The Scent of Things to Come in A Human Corporate Journey

*A growing belief that ‘success is what success does’
continues to drive the company’s fortune*

Deeply inspired by his father the late Shri.K.N.Satyam Setty, who had set up a small scale manufacturing unit of agarbattis (Incense Sticks) in 1964, K.S. Balakrishna Setty has made his mark as one of India’s leading exporters, suppliers and traders, of a wide range of associated products in the field of perfumeries, under the umbrella of the new Shrinivas Sugandhalaya (BNG) LLP in Bangalore, Karnataka.

Sharing the early inspirations which would mould his future in the industry K.S.Balaskrishna Setty reveals: “From my childhood, I have seen my father the Late K.N. Satyam Setty manufacture Incense Sticks on a small scale in our residence with the help of my mother and start selling them from door to door to earn his living. One thing that he believed in was the quality of the goods to be sold to the customer’s satisfaction. These two qualities led him further to establish his name in the Agarbatti Industry, and go on to earn him the sobriquet “The Masala King”. This has inspired me to join my father’s business as his partner and later thereupon open my own Company in Bangalore in 2014.”

Another thing which was a great inspiration for him was the well-known adage— “Nature of the Nature balances itself”, where everything has a natural aroma, which helps in activating the olfactory senses. “This made me create different perfumes, suiting the frame of mind of each individual. I wanted to serve as a bridge between Nature and the end-user, to lead a healthy and happy life using our aromatic products,” Setty says.

Shrinivas Sugandhalaya (BNG) LLP is



K.S. BALAKRISHNA SETTY

Designated Partner (Managing Partner) Shrinivas Sugandhalaya
(BNG) LLP Bangalore

a leading manufacturer of Incense Sticks, Dhoop Cones and other allied aromatic products, mainly Incense Sticks. Incense Sticks are created from a dough which is prepared using secret ingredients and then hand-rolled on bamboo sticks — and when lighted it activates the olfactory senses. This tradition is rooted in a very ancient practice going back to times immemorial. This precious legacy is being taken forward by the firm which has made sizeable inroads in the domestic market as well as in exports, thus generating revenues which add to the growth of the country's GDP.

The products of Shrinivas Sugandhalaya (BNG) LLP, have long been cherished for being eco-friendly, natural and biodegradable. These traits underpin the company's deep commitment to today's global goals of sustainability and climate conscious practices. Setty recalls how when his father was alive many others in the industry tried to influence him to adopt a quicker method of manufacturing Incense sticks using machinery. "But my father believed in a clean natural life and growing up. I have also realised the value of a clean environment, as a result of which, my Incense sticks are Green-Certified, Eco-Friendly, Chemical-Free and Bio-degradable while strictly adhering to WHO standards. I always use only natural products for the manufacture of our Hand-Rolled Incense Sticks — and that is why our Incense sticks are Green-Certified, and are now being exported to over 54 countries in the world."

Sharing his views on how his company has adapted to changes which all industry is facing today in terms of new technology, the digital space etc, he points out that ancestry, culture and new technology go hand-in-hand. This is consistent with a conceptual framework in which a broad range of cultural traits are transmitted with variations across generations over time, so that a lower degree of genealogical relatedness is associated with greater cultural differences.

K.S Balakrishna Setty illustrates his point further by saying: "We have all seen Indian women have magic in their hands. To carry on this ancestral culture of hand-rolling incense and to give more and more employment

opportunities to female workers we have not considered the machines of new technology in production, thereby supporting women empowerment and keeping the age-old tradition of hand rolling Incense Sticks alive.

Since this is an Incense industry, to tap its full potential we have to create different aromas and a lot of R & D work has to be done on continuous basis." Elaborating further



As I believe, every individual has got talent. That talent has to be recognised by ourselves, have self-confidence and work towards achievement, which leads to success. It is our work which should speak, not us.

he says: "However, we have not shied away from new technology including Computers, Digital Marketing, E-commerce, Internet, etc.; we are making use of them to let people in the world know about our products through our website, in the digital space and adding more strength to our Marketing Strategy."

Using this latest technology Setty aims to reach every nook and corner of the world. "Starting from North Pole down to South Pole, from the frozen Wilderness of Alaska to the farthest corner of Vanuatu, I want to see that the products from Shrinivas Sugandhalaya (BNG) LLP are known as ecofriendly, natural Incense Sticks along with their allied options— continuing the tradition of our ancestors "Vasudaiva Kutumbam" – meaning, the whole world is one good place to live and let live," elaborates Setty.

In the light of how industry in the coming years can tap its full potential, he speaks of how, with the world slowly realising the value of the wisdom of India's ancient culture — along with advantage of hand-rolled Incense Sticks which are not only focused on fragrance but also maintain the balance in nature, the firm can reach its full potential as the largest manufacturer of Hand Rolled Incense sticks in the years to come.

In Setty's view one of the most important factors which have contributed to the company's growth curve is the ability of the leader to lead from the front and not

otherwise. "As a leader, I have created a good working relationship with my employees and staff. I have always believed that it's the collective good work of all the employees and staff which is very important for the growth of the company," he says. For him the employees and staff are the company's biggest assets, without whom he says he would have not come this far. "Hence,

taking care of them and being empathetic with them is my motto for the success of my Company," he points out

Talking about the important takeaways he has from some of the biggest challenges the company has faced Setty says: "I have always learnt positive things from adversities like inflation, temporary shortage of raw materials, etc.; however, my steadfast belief in our ability to manufacture quality product and customer satisfaction has sailed us past all such challenges."

Furthermore, he shares how the biggest challenge was during the recent Covid pandemic. "It was a testing time, which was challenging for all business establishments throughout the world. Our industry, especially, was very much affected since there was a lock down for almost three months. The business came to a standstill as we were completely dependent on human resources," he adds. He points out that though the business was at a standstill due to lockdown, the company paid full wages to its employees and took care of them by getting them vaccinated including the booster dose. "I can proudly affirm that none of my employees or staff were affected with COVID," says Setty.

As a leader Setty is of the firm belief that every individual has got talent. "That talent has to be recognised by ourselves, have self-confidence and work towards achievement, which leads to success. It is our work which should speak, not us," he says. ■

Innovation Meets Scale

How MyGate Keeps Breaking New Ground, Year After Year

Gated communities are complex entities, each with its own rules, budget, security, and management. Add to the mix, the number of stakeholders - residents, administrators, staff, daily help, visitors & security guards – and you can get multiple friction points: between pet lovers and other residents, security guards and visitors, Resident Welfare Association (RWA) members, and residents.

And yet, societies resisted change. Even as delivery executives and ride-hailing services clogged the gate with eCommerce taking off, things stayed the same.

In 2016, Vijay Arisetty, a former IAF pilot, set out to solve this problem with Shreyans Daga and Abhishek Kumar. They devised an app to link visitors, security guards, and residents.

And so MyGate was born- creating a new category.

MyGate soon replaced the outdated pen-paper-landline system. Now used by over 25,000 gated communities across the country, MyGate validates close to 1.2 billion visitor entries per year.

EVERYDAY INNOVATION

“There was a bottleneck at the gate, and MyGate eased it,” says Abhishek Kumar, co-founder & COO.

More features were introduced subsequently, and by the middle of 2019, MyGate had grown into a comprehensive society management platform, bringing together security, finances, amenity booking, ticketing, facility management, etc all under one roof.

Each of these features contains the special innovation that the company has always been known for.

Every year, MyGate’s ERP platform facilitates:

- \$350 million in maintenance payments
- 6 million resolved complaint tickets
- 2 million amenity bookings

Among MyGate’s remarkable offerings, is its integration with e-commerce companies like Zomato, Blinkit, Swiggy, etc. MyGate receives the identification of the delivery personnel directly from the e-commerce partner, preventing any staged entries into a community.

TAKING OFF IN GRAND SCALE

Back in early 2020, although promising, MyGate was still a relatively small startup. Its true test as a comprehensive platform would only come with the onset of the pandemic. MyGate swiftly introduced several features to help societies combat COVID-19, such as zero-contact parcel management, temperature, vaccination status of visitors, etc. The company partnered with several organisations to deliver essentials, medicines, and even the news via the app.

Recently, MyGate has established partnerships with Urban Company and Acko, bringing home services and asset protection solutions to the

Over to Newer Horizons

With innovation and scale on its side, MyGate is taking on newer ambitions. As a custodian of the gate, the platform has wide applicability - from residential to commercial buildings. MyGate is also looking to go overseas, starting with the UAE this year. The founders are also keen on parts of Asia, Africa, and more.



ABHISHEK KUMAR
Co-Founder & COO, MyGate

platform, thereby adding more value to the residents of communities. These innovations naturally meant rapid growth for MyGate.

CHALLENGES ALONG THE WAY

MyGate’s success story is incomplete without acknowledgment of the obstacles it has overcome. For example, the core solution of MyGate is premised on security guards logging visitor entries – a blue-collar demographic that is not considered to be tech-savvy. “Despite an initial lack of expertise with tech – thanks to intensive training and an incredibly simple user interface, we braved through,” recalls Abhishek.

As MyGate started to expand geographically, finding reliable teams that worked remotely was crucial. Additionally, clientele in new cities required a thorough understanding of their unique socio-economic dispositions, and catering to them accordingly. Excellent decision-making by the founders solved this, too.

A DISRUPTOR THAT’S HERE TO STAY

MyGate is now the world’s largest and most comprehensive community management platform and holds the biggest market share. It is also well-loved by its users, with a 4.7 rating on the app store. MyGate has set its goal to grow responsibly and breakeven in the current financial year.

Abhishek attributes MyGate’s success to its people. “Building human relationships is key. Business goals will naturally follow,” Abhishek confides. He believes in the power of communication at every level, and valuing every employee’s voice. With its commitment to transparency and investing in people, MyGate aims to continue to thrive over the long run. ■



SS CENDANA

RESIDENCES


Artistic Impression

SECTOR 83 MEETS GRACIOUS LIVING

GRACIOUS LIVING RESIDENCES

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LUXURIOUS SOCIAL HUB CLUB 83

Multi-level Club House | Two Swimming Pools | Fully Equipped Gymnasium | Banquet Hall | Badminton Court | Lawn Tennis Court | Half Basketball Court | Multiple Play Areas

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Growing Relevance of Integrating Ayurveda into Modern Healthcare Systems

A robust agenda to spread its goodness and blessing of health, through evidence-based principles and time-tested formulations

AVP is one of the India's leading heritages Ayurvedic brands. Its 80-year-old legacy has stemmed from the deep knowledge of this ancient wellness tradition in India by its founder P. V. Rama Variar, a master Vaidya and formulator. His vision was to ensure as many lives are touched for the betterment with Ayurveda.

Padma Shree awardee, Dr. Krishna Kumar Ji, played a pivotal role in protecting the practice so assiduously developed by his father who was a master in mentoring him in the skills and techniques of Ayurvedic treatments. Dr. P.R. Krishna Kumar was one of the pioneers in Ayurveda research having initiated the first clinical research study on rheumatoid arthritis in partnership with the WHO and the Indian Council of Medical Research in 1977.

Shouldering this precious legacy has come with its own challenges and success for CEO Vipin Vijay who has been helming the journey of Arya Vaidya Pharmacy through the rapidly evolving and ever-changing wellness and healing landscape of India's healthcare sector.

"Brand AVP is the torch bearer of evidence-based authentic Ayurveda that has been passed on from generations to generations. We strive to protect the traditional Ayurveda rituals while validating them with targeted clinical research and data. Our network spans across well qualified Vaidya's, authentic Ayurveda formulations, Clinical Establishments and Research Institutes," shares CEO Vijay.



VIPIN VIJAY
CEO The Arya Vaidya Pharmacy (Coimbatore) Limited

His determination to provide a complete range of authentic Ayurvedic products and services, that enable a shift to a healthier lifestyle as per the tenets of authentic Ayurveda, is rooted in the inspirational vision of AVP's founding father.

"One of the profound insights I have gained while leading Arya Vaidya Pharmacy is the significance of authenticity and tradition in Ayurveda. Ayurveda is a way of life, with theories and ideologies adapted from various philosophical schools of those times. Each

and every concept in Ayurveda is based on theories like Panchamahabhuta Siddhanta, Tridosha Siddhanta etc. So, my concept of pure Ayurveda is the implementation and maintenance of that kind of authenticity and richness of tradition in every possible way, be it through Ayurveda education, hospitals, research, product development, etc. just like AVP has always been doing for eight decades. That was exactly the vision of Late Sri Krishna Kumar Ji and other stalwarts of AVP, and I am trying to put that into best

practice as it aligns with my concept of 'authentic Ayurveda for all'," he says.

Speaking about the best practices that he has incorporated in the company's eco-system for better results, he cites the twin values of 'Quality of care' and 'Purity of treatment' with an aim to spread the awareness of Ayurveda and how it can build quality in life. "At AVP, we understand that there are no shortcuts or fast products to real health. It comes from an active lifestyle, sound diet plan and a healthy mind. Mastered by Vaidya's, all the products and services of AVP not only solve the consumer's immediate health concerns but also touch upon their lives with the best of Ayurvedic principles and practices. Our products and services are not just for the ill, but healthy people too can adopt them to improve their health and wellbeing," he says

While the COVID-19 pandemic presented numerous challenges, one major achievement was the increased demand for Ayurveda remedies. The demand was not a hyped one, but arose from the real understanding of the common man of how the herb-based formulas can actually benefit in the long run. People have realised there are options beyond the conventional system of medicine that work at the root cause of the problem and that one is Ayurveda. "Now, we have observed people approaching Ayurvedic solutions for many concerns which was never the trend before. That enhanced trust in authentic Ayurveda is the most important achievement that I see happened during the pandemic time. This surge in interest in natural and holistic healthcare solutions benefited the Ayurveda industry not just India, but globally. Additionally, the opportunities offered by e-commerce accelerated, making Ayurvedic products more accessible to a global audience," he elaborates.

Elucidating further on its growing popularity he shares: "it has been expanding as Ayurvedic products become more accessible worldwide. The forthcoming Global Ayurveda Festival will provide an opportunity to showcase the value of realistic Ayurveda to the world and AVP is also playing its part in making the event a huge success. Also, as a part of enhancing its global reach, Arya Vaidya Pharmacy plans to venture into international

markets, including the US and the Middle East, with a focus on wellness products and authentic Ayurveda practices."

In line with the sustainable and holistic wellness options that are trending, thanks to rising concerns of climate change and its outcomes, he speaks of how in Ayurveda, we can find actual solutions perfectly suited to our modern lifestyles and the pressing concerns surrounding climate change. Ayurveda's core strength lies in its personalised treatment approach. This approach, he says, not only addresses specific health and wellness needs but also minimises the risk of adverse reactions and what is truly remarkable is Ayurveda's reliance on natural ingredients and reducing our dependence on synthetic, environmentally harmful substances. "I am very particular in the quality and sourcing of our raw materials in AVP for the same reason," he says.

Shedding light on how he has helped push productivity and marketing for global promotion of AVP's products, he shares: "At Arya Vaidya Pharmacy, we have embraced a set of best practices that have truly shaped our success. Firstly, we hold authenticity and tradition as the cornerstones of our Ayurvedic practices and product offerings, ensuring that our roots remain deeply connected to the heritage of this ancient healing science as well as the legacy of AVP. We have cultivated a culture

“ We prioritise transparency and the dissemination of informative content to establish trust with our valued consumers

of perpetual learning and professional growth, understanding that knowledge about Ayurveda and our mission is at the heart of progress. We prioritise transparency and the dissemination of informative content to establish trust with our valued consumers."

Arya Vaidya Pharmacy has leveraged the increased interest in OTC and proprietary products at par with classical formulations. "My strategy is to make Ayurveda accessible to everyone and that too in the best possible way through the e-commerce platforms. We are constantly launching new proprietary products

and these product offerings cater to various health and wellness needs. Additionally, the emphasis on evidence-based studies happening in AVP Research Foundation has helped validate the efficacy and safety of our Ayurvedic treatments and products, making them more appealing to a global audience," says CEO Vijay.

Drawing attention to its various collaborations and fresh initiatives he speaks of how the AVP group has spearheaded numerous national and international collaborative research projects in Ayurveda, establishing its global recognition. Collaborations include WHO and NIH studies on Rheumatoid arthritis, Latvian research on diabetes and wound healing, and partnerships with medical colleges for COVID and rare conditions like Duchenne Muscular Dystrophy. These initiatives integrate Ayurveda into mainstream healthcare, promote its efficacy, and focus on data collection, evidence-based practices, and digitization for enhanced access to research. "These collaborations bridge academia, industry, and healthcare institutions, highlighting Ayurveda as a holistic and personalized approach to well-being," he elaborates.

The year 2020 witnessed a milestone in the international cooperation for Ayurvedic research when the Ministry of AYUSH (Ayurveda, Yoga & Naturopathy, Unani, Siddha, and Homeopathy) granted funds for

the first-ever clinical trial on the management of Diabetes with Ayurveda outside India. This study, conducted in collaboration with the University of Latvia, aimed to evaluate the efficacy of customized Ayurvedic therapies in treating Type II Diabetes.

"Collaborative efforts, spanning across academia, industry, and healthcare sectors, have paved the way for the integration of Ayurveda into modern healthcare systems, ultimately benefitting individuals seeking holistic and personalized approaches to their well-being," he says in conclusion. ■

Leading Magellanic Cloud's Trailblazing Journey in Digital Transformation and Innovation



JOSEPH THUMMA

Joseph Thumma's visionary leadership at Magellanic Cloud has been a driving force behind their success. With over 25 years of entrepreneurial experience, his strategic planning skills have been honed to exceptional levels. Starting his journey in Hyderabad by assisting his uncle in automating his office management system, Joseph eagerly seized the opportunity to join IBM's Mainframe Application division in Singapore. Since then, he has worked for several significant companies, including National Panasonic, Diversified Investment Advisors, Verizon, Swiss Re, JP Morgan Chase, and Advance Knowledge Technologies. His impressive career milestones speak to his dedication and expertise in the IT service industry.

MAGELLANIC CLOUD'S RISE UNDER JOE'S LEADERSHIP

It was high time to take the plunge into the world of entrepreneurship. And there he was, incepting JNIT Technologies Inc. which rapidly expanded its presence across borders, with offices in the US, Mexico, Canada, and India. That's not it! There was more in store. Under his visionary leadership, the company debuted on the Bombay Stock Exchange as 'Magellanic Cloud', under the ticker MCLLOUD.

Magellanic Cloud is here to innovate for the future; it explores every conceivable avenue to achieve that. Be it investing in human capital and IT consulting to drones, e-surveillance, and expanding to compliances and business insights. Magellanic Cloud works round the clock to offer top-notch digital transformation solutions.

"We have invested in leading companies from diverse fields such as IT services, cloud, security, and drones to have a competitive edge at scale. We would continue to acquire more companies in the future to strengthen our capabilities and scale at a faster pace," explains Mr Thumma

INNOVATING FOR A BETTER FUTURE

● Leading the Way in Drone-Based Inspection Services

Magellanic Cloud recently made the headlines for acquiring a 70 per cent stake in Scandron Pvt Ltd, a drone manufacturing company in India. This strategic manoeuvre has marked the firm's entry into the world of customised drones, aligning with India's ambitious 'Make in India' initiative.

"We have expanded our horizons by integrating drones and its utilisation into diverse domains such as surveillance, inspection, logistics, and agriculture," explains the CEO.

Recently, Magellanic Cloud has also announced the launch of cargo drones designed to carry payloads of up to 100 kilograms, with potential applications in the military for delivering vital equipment to remote army camps. Furthermore, as the firm's commitment to innovation extends to agriculture as well, it has introduced Agri drones as part of the "Kisan Drone Shakti" scheme, aimed at efficiently spraying pesticides, seeding and other agricultural applications.

● End-To-End Surveillance System Solutions

In another strategic coup, Magellanic Cloud has acquired 100% shares in two distinguished companies - iVIS International Private Limited and Provigil Surveillance Limited, adding electronic surveillance to its portfolio and expanding its security solutions.

iVIS International boasts an impressive track record that includes a remarkable 98% reduction in crime rates and a 70% decrease in security costs for its clients. Using AI/ML and IoT technology, iVIS and Provigil are on a mission to provide state-of-the-art technology that delivers e-surveillance systems to prevent theft, vandalism, compliance checks & real-time deviation detection.

"Acquiring iVIS and Provigil marks another significant milestone as we believe digital security solutions play a significant role in the realm of digital transformation," states Joseph.

Joseph's business acumen is truly unparalleled. He has demonstrated his ability to expand his thought process and leverage automation to build efficiency and scale up production and deployment. It's no surprise that his pragmatic approach has led to an impressive five-fold growth. His unwavering commitment to excellence and utilisation of technology to streamline operations is a testament to his business process.

Joseph Sudheer Thumma's leadership at Magellanic Cloud continues to drive innovation across multiple sectors, cementing the company's position as a trailblazer in digital transformation solutions. ■



ARIF FAZLANI
 Managing Director, A²O

Dynamic leadership is the key to success

We are premium property developers with REAL ESTATE businesses across Mumbai. Our expertise lies in creating extravagant & exceptional residential & commercial properties in fast developing locations in and around Mumbai. Combining an eclectic mix of talent and expertise, we aim to commit to sustaining long-term economic value while creating and maintaining positive social and environmental impacts. Our primary focus is building an everlasting relationship with our customers.

Our Founding Partners Mr. Arif Fazlani & Aatif Mojawala have combined experience of over 40 years with deep domain knowledge in identifying, developing, marketing, and delivering real estate projects they undertake. All our ventures are planned and executed with custom-made features keeping targeted customers' needs in mind.

OUR AIM

Combining an eclectic mix of talent and expertise, we aim to commit to sustaining long-term economic value while creating and maintaining positive social and environmental impacts.

Focussing on fast-track execution of substantial capital-intensive projects, A²O intends to provide world class solutions to its customers.

As part of its business strategy, A²O has delineated an elaborate growth plan by acquiring and

developing premium residential, recreational, and commercial projects in prime locations in Mumbai.

LEADERS JOURNEY

Arif Fazlani, Managing Director

Mr. Arif Fazlani is a multifaceted entrepreneur whose endeavours span a diverse range of industries, prominently in the realms of real estate and multiple other businesses. With a proven track record of success, he stands as a beacon of innovation and achievement in the business world.

As a visionary in the real estate sector, Mr. Fazlani has demonstrated a keen understanding of market trends and a knack for identifying lucrative investment opportunities. His ventures in the real estate domain have not only yielded impressive financial gains but have also contributed to the transformation of landscapes, creating spaces that seamlessly blend functionality and aesthetics.

Beyond his prowess in real estate, Mr. Fazlani's foray into multiple businesses showcases his dynamic entrepreneurial spirit. Whether it's venturing into technology, hospitality, or other sectors, he exhibits a remarkable ability to adapt and excel. His ventures are a testament to his capacity for calculated risk-taking and strategic decision-making, traits that are essential for sustaining businesses in a rapidly evolving economic landscape.

What sets Mr. Arif Fazlani apart is not merely his business acumen, but also his commitment to philanthropy and community development. He understands the importance of giving back to society, and his charitable initiatives reflect his dedication to social responsibility. By supporting various causes and initiatives, he has solidified his legacy as a leader who values the betterment of society as much as financial success.

In conclusion, Mr. Arif Fazlani's journey as an entrepreneur, real estate magnate, and business mogul is a story of innovation, resilience, and philanthropy. His ventures have left an indelible mark on various industries, and his ability to navigate challenges and seize opportunities continues to inspire aspiring entrepreneurs and business leaders alike. As he continues to shape the business landscape, his legacy serves as a shining example of what can be achieved through determination, strategic vision, and a commitment to making a positive impact.

Aatif Mojawala, Director

Mr Atif Mojawala is a young and dynamic individual, whose zest for life is matched only by his entrepreneurial spirit. His unwavering determination and go-getter attitude have propelled him to achieve great heights and amass invaluable experience of over 15 years in the highly competitive real estate industry.

Mr Mojawala chose to chart his own course by obtaining a degree in Commerce from Mumbai University, and then diving headfirst into the world of real estate. He has been involved in this industry from a very young age and has worked with some of the most established brand names in the business, overseeing projects ranging from multi-storied residential complexes to commercial buildings located in prime locations across Mumbai.

Mr Mojawala's area of expertise lies in acquisition of land/plot, liasoning, construction, sales & marketing, and redevelopment of properties. He has taken on many challenging redevelopment projects, successfully executing elegant residential properties across Mumbai.

Mr Mojawala is a remarkable young founder whose entrepreneurial drive, professional acumen, and unwavering commitment to community service make him an ideal partner for investors looking to join hands with a dynamic leader in the real estate industry. ■

Stimulating Students to Become Lifelong Learners, Critical Thinkers, and Leaders

Having embraced the founders' vision of making education very affordable to children who are in any nook and corner of the country, Sri Chaitanya Educational Institutions has set a trail-blazing path in India's education landscape



SUSHMA BOPPANA
CEO & Academic Director,
Sri Chaitanya Educational Institutions

Having quit a lucrative career in the IT world Sushma Boppana has found her calling in the greatly satisfying endeavour of shaping young minds to transform their personal lives and contributing their learnings to a brighter future for the nation. Her deep commitment to the academic excellence of every student at Sri Chaitanya has been a towering impetus in the institution's way forward. Its springs from a very basic belief— "If there is a student who wants to learn and do well, we want to be there to support them. It's a value we live by," she says succinctly.

As CEO of "Asia's largest school chain" with over 850 schools, she describes herself as more a 'people person'. "I like interacting; I like leadership positions rather than hardware roles," she says having studied for her Masters in IT in the US but opting to step away and plunge deep into the academic world of Chaitanya Educational Institutions created by her visionary parents BS Rao and Jhansi Lakshmi Bai.

In a normal workday about 75 percent of her time goes in talking to principals, teachers, students and other administrative staff such as financial management. "Everyone is part of my day in which academics and students are a big priority," says Boppana, who prefers to put the spotlight on her core activities, which is curating value-added programmes and experiences for the student community under her care.

There were some very important takeaways for her from her stint in the US, both on the academic and work front, which she was able to put to good use in her pursuit of excellence in helming Sri Chaitanya's journey. "It gave me independence and helped me understand the freedom in education that certain other countries have," she says. Her experiences, when she switched to a product management-focused position, taught her the value of research, about customer and team liaison, about delivering to deadlines and about working with cross-cultural teams and motivating them. In the process, she shares, she also learnt that the customer is the central point and its essential that any business needs to work to serve the customer even as it stays firm to its core values and beliefs.

Humility, on a personal level, is another lesson she imbibed early in her years in the US. "Whatever background you come from, whatever you do, the structural system there with its quarterly appraisals shows you what you're good at, what you're not so good at, how to improve and what you should focus on," she elaborates. It is her firm belief that the whole journey makes you more realistic in terms of what you can achieve and what you need to delegate, because everyone doesn't come with the same skill sets.

All these and her many other such learnings proved to be very handy when being tasked to manage the huge institution Sri Chaitanya had evolved into since its founding days. This was particularly relevant as she was leading a senior faculty.

Since those early days when she joined Sri Chaitanya in 2006, her passion for making education affordable and accessible to children across India remains unbridled.

PIVOTING RIGHT

The important signposts on Sri Chaitanya's exciting journey are shaped by the revolutionary insights which introduced game-changing elements that were crucial to the institute's ecosystem for its future growth.

The outcomes of the COVID-19 pandemic

resulted in throwing up new insights into the directions that education would take going forward. One big discovery for Bopanna was how India's student community was being impacted by the paucity of a proper student-centric platform that was focused more on engagement and outcomes rather than numbers. What emerged from this was the possibility of replicating this online. And, it was envisaged

“ Her faith in the new initiative has been richly rewarded by her students securing All India Rank 1 in JEE Main, All India Rank 1 in JEE Advanced and All India Rank 1 in NEET in 2023— all three being the toughest competitive national exams.

as a service, not just for students at Sri Chaitanya but in a broader matrix— for students across India.

This evolved as Infinity Learn, a fantastic platform which allowed even students who were not enrolled at Sri Chaitanya to benefit from it. Unhampered by geographical boundaries the platform provides the outcomes of Sri Chaitanya's exceptional pedagogy to students nationwide. It's not only an online education delivery platform, Infinity Learn serves as a catalyst for Transformative Educational Leadership as well. What has made it even more successful is the personalized approach which enables students to learn at their own pace and in their preferred environment, while fostering a spirit of curiosity, engagement, and lifelong learning.

This kind of revolutionary thinking brings to mind the time when a critical decision was taken to focus on nationwide entrance exams rather than just state-level tertiary institutions. Today, the benchmark of Sri Chaitanya is its integrated system of education with students being simultaneously prepared for their Boards as well as Entrance exams such as NEET , IIT, CA-CPT etc held pan-India.

The success of this initiative was truly

heartening as it attracted masses of students from rural areas, small villages and small towns, who aspired to do well and follow a path in medicine or engineering. Elaborating further on the subject Bopanna says: "It was a move that brought huge value-add as no one had done anything like it at the time."

What the pivotal point was in Sri Chaitanya's instruction on this scale

was that it was able to provide insights into exactly what was needed to prepare for these exams. The challenge for the institute itself was the need to create a single integrated curriculum that covered all relevant examinations, whether at the board, state or national level. "This provided every student an opportunity to succeed if they prepared in a certain way, if they followed this curriculum, focused on these areas and worked more on fundamentals and concepts rather than rote learning," she elucidates.

Her faith in the new initiative has been richly rewarded by her students securing **All India Rank 1 in JEE Main, All India Rank 1 in JEE Advanced and All India Rank 1 in NEET** in 2023— all three being the toughest competitive national exams.

Sri Chaitanya has a long history of forging ahead with bright ideas and deep insights to align with its forward-thinking approach for academic excellence for its student community. Bopanna and her team are of the shared belief that the student comes first, and whatever they do has to be student-centered. "Whatever changes we make, initiatives we take, targets we set in every branch, if it doesn't benefit the student, help them do better, then we shouldn't do it," she says. ■

When the twin-engines of ‘People and Principles’ power your dreams

Arun Subramony, Chairman and CEO of TimeX Bank, shares his entrepreneurial journey propelled by old-fashioned values of living in the moment, pursuing his love and care for people and the planet, and learning to lead a life without regrets

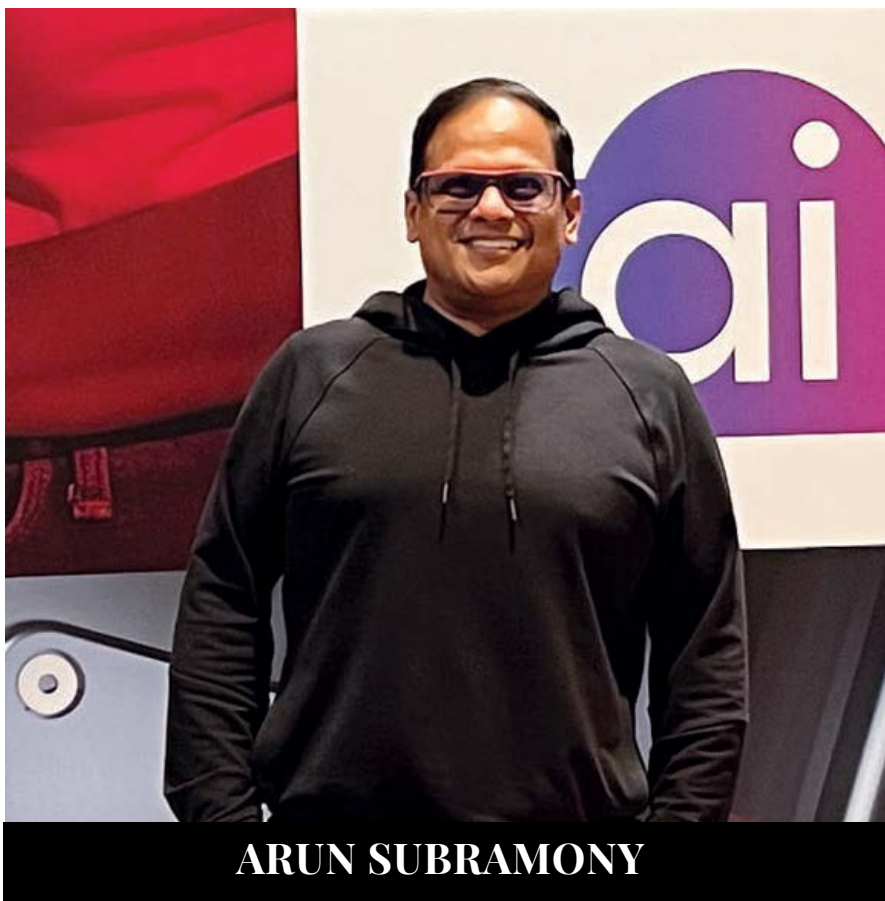
What was the turning point which transformed you into an entrepreneur?

It was October 11, 2008. I turned 40 and was excited to meet one of my mentors that morning. I walked into his office in New York expecting a hug, birthday wishes and some quality time together. Instead, he asked “What are your plans for the next 40 years?”. It was an ‘AHA moment’, but it took me almost six months to get back to him with specifics. I told him that I would love to spend the rest of my life focusing on three areas: non-linear impact; being a change agent for people and the planet, and to contribute my humble bit to transform India. It was amazing to get started on that journey— and it has been loads of fun doing just that all these years.

The joy and freedom to do what I love, and ‘doing well by doing good’ inspires me every day.

What inspired you to start TimeX Bank?

It is easy to connect the dots if one analyses my 30 + years of professional career. I have been involved with organizations with roles and responsibilities that made our clients more productive and efficient, compressed time continuously to deliver products and services— and almost always, leading with Digitization as the key vehicle for innovation or disruption. I started my career with opportunities to support India’s space programs with cutting edge CAD/CAM solutions, assisting India’s Department of Telecom with their nationwide automation initiatives, and contributing to building the first phase of B2C infrastructure for Digital



ARUN SUBRAMONY

India in the 90s. I knew very little about these industries as I walked in, but the patient and excellent coaching from colleagues, managers and clients, while at Wipro and Microsoft, gave me the confidence to take up these assignments with no fear of failure. After relocating to US, my tryst with Information Technology continued, and I have been

fortunate to be part of waves of disruption that enabled industries like Retail, Energy, Financial Services, IT, Consulting and Healthcare to adapt and succeed.

Time compression and Digitization led by Intellectual Property (IP) are the common threads of learning and contributions across my entire professional journey. The impact

of compressing time is two-fold: Economic Impact and Social Impact. So TimeX Bank's value proposition is simple: Compress Time, Enhance Value and Impact by a factor of X.

Can you please explain the need for one more investment bank in a crowded marketplace?

I agree we have more Investment Banks than we need, but you will find that TimeX has a unique positioning that is quite differentiated to serve our clients.

First, TimeX is dedicated to Founders and passionate entrepreneurs who have been waiting in the wings to get attention amongst the sharks and corporates who hog the limelight with funds, institutions and banks that constantly look for big transactions. If you look at Founders, their key assets are brilliant ideas and know-how of getting it done with their unique IP (Patents, Trade Secrets etc). There are a very few Investment Banks that can aggregate IP, value IP and monetize IP assets by raising Capital through equity and debt instruments without personal guarantees. TimeX brings in that expertise that even some of the Top 50 Investment Banks struggle to offer their clients.

Second, we are focused on serving the NextGen infrastructure needs for any nation that aspires to lead in the 21st century. Health, Sustainability and Digitization are probably the critical change agents for every country, and TimeX is all about helping Founders' and entrepreneurs' in building Digital Infrastructure (eg: Cloud Migration, Neuro Intelligence, AI and Quantum Computing), Sustainable Infrastructure (Renewable Energy, Water Desalination, Waste to Energy) and Healthcare Infrastructure (MedTech, BioTech).

Next, TimeX has a conscious blend of domain expertise, demonstrated success as practitioners, and investment advisory know-how in our leadership team. It is a value proposition that can work wonders for Founders, as TimeX can handhold clients in designing their business model, financial model, growth strategy and value creation. Venture Funds and Private Equity firms see TimeX as a confidence booster, since it is involved pre-and post- transaction with clients

and can handhold the journey beyond M & A and Cap Raise.

Lastly, TimeX is focused on the US and India geographies, two of the most inspiring democracies of the world that have the highest potential for being significant contributors to knowledge economy. TimeX plans to launch a US- based fund codenamed "AtmaNirbhar" for building infrastructure assets in India across the healthcare, sustainable and digital sectors.

“ Dreaming BIG, aspiring to do the “Impossible”, and finding moments of joy in good days and bad days keeps it beautiful.

We can see that TimeX is redefining Investment Banking. Can you explain how it is building these capabilities in such a short period of time?

Being a boutique bank, it is critical to build intrinsic capability with a judicious mix of in-house expertise and world class partnerships. In addition to our in-house expertise, we are happy to associate and partner with reputed firms such as Latham & Watkins, USISPF, Carta, PE's, Sovereign Funds, IBaaS providers and IP asset management firms in building these capabilities. This ecosystem provides a frictionless experience for our clients. Global experts and advisors like Dr. Ram Charan, Peter Burow, Lee Anne & Joe Ottinger, Dr. Sundeep Rawal and John Cox significantly enrich our credentials, and have immense horsepower to amplify our value and impact for our clients. We are currently working on a few time-sensitive mandates that include helping a MedTech Unicorn, MedTech stealth disruptor, FaaS and BioTech pioneers with their investment banking needs, that leverages some of these partnerships and experts.

Please define Impact at TimeX.

A good example in MedTech would be compressing time for a medical procedure that usually takes an elapsed time of 3 weeks to same day, same visit, same hour. That is impact beyond compare and almost considered Mission Impossible. Another example is digital diagnosis of certain

lifestyle and contagious diseases in seconds instead of days. In digital infra, ability to migrate (lift and shift) complex applications from On-Prem to Cloud for F500 clients in weeks, instead of months and years through inflated budgets and schedule overruns. My favourite one is the ability to produce fresh water at 2 cents a gallon (Opex), converting sea water at 36,000 PPM to distilled water at 2 PPM, by leveraging sustainable energy and

mimicking Mother Nature's process. These are incredible examples and credentials (of high economic and social impact) that inspire us at TimeX.

What is your leadership philosophy and style?

I attribute my fulfilling journey to date to two factors: People and Principles. I am blessed with great life partners in Sangeetha and our loving twin girls, who encourage me to do what I like and critique me to do it better. My mother and grandparents taught me values and life skills of living without regrets and living in the moment. My dad, friends and business partners keep me grounded and help to see the immense possibilities in every dream, every idea each day, and guide and support me to get things done. I make mistakes often, and more than I can count, but have been fortunate to have friends and family who see the glass half full. They are always holding hands through thick and thin, and that makes it all the more worthwhile.

Building teams with a gardener's mindset, growing with team members and learning every day keeps me going. Dreaming BIG, aspiring to do the "Impossible", and finding moments of joy in good days and bad days keeps it beautiful. My dear colleagues Dr. Ahmed Jahani and Dylan Cox inspire me with their mindset, work ethic and outlook in life. I sincerely hope to be a catalyst in their meteoric rise as they build their careers and life at TimeX and beyond. ■

AUR Coffee

*Where Coffee Is
Not Just A Business*

Coffee, the aromatic elixir that awakens our senses and fuels our daily lives, has evolved into an art form at AUR Coffee.

We live in a world where technology and tradition often seem at odds, but AUR Coffee has masterfully married these two worlds to redefine the coffee experience. Well, the due credit goes to the Founder and CEO, Pranav Kotak who combined his love for tech and hospitality to create the tech-first coffee company where, he says “Coffee is not just a beverage, it’s an art form.” To put things in perspective, Pranav, a globetrotter born in London, grew up in Pune and studied in America, embodies the passion that fuels AUR Coffee. His experience, spanning diverse roles across the US, UK, UAE, China, and India, including the successful management of a tech services firm in Dubai and strategic investments in the restaurant industry, has contributed to his unique vision.

Co-founded with the famous Indian superstar Vivek Anand Oberoi, AUR Coffee is a unique, innovative and exciting coffee platform that commits to providing its customers with the best coffee experience possible by having control over the complete coffee journey from farm to cup. They have set up a state of the art coffee processing unit in Pune to support this fast growing business.

When it comes to the growth trajectory, AUR Coffee is on the brink of closing its first round of professional funding. It plans to establish 1,000 outlets in India and expand globally. That’s not it! It also serves as a vibrant MEETUP application where strangers can meet based on common interest thus merging digital and real-life



PRANAV KOTAK
Founder & CEO, Aur Coffee

interactions. And the best part- Aur Coffee outlets (they call them AUR ADDAS) serve as the perfect hang out joint for youngsters. The hand-painted décor and IoT-enabled outlets help you experience a bit of AUR magic. Aur Kya Chahiye?

AUR Coffee gives you a meticulously crafted coffee experience, right from farm to cup, specialising in the Arabica blend. *“Our primary aim is to target the younger working generation and provide them with a premium coffee experience without breaking the bank,”* explains Mr Kotak.

BREWING A SUSTAINABLE FUTURE

Taking environmental responsibility seriously, AUR Coffee transforms coffee waste into compost for adopted nurseries in Pune. *“This not only minimises our ecological footprint but also nurtures the green heart of our community, allowing us to give back to the environment,”* mentions Pranav with pride.

CAPITALISING ON THE BURGEONING INDIAN MARKET

“The Indian market is not just a landscape

of opportunity; it’s a horizon of limitless possibilities, fueled by innovation, young energy, and an emerging middle class. The future is bright, and it’s Made in India.”

With his previous experience with being an investor in tech companies in India either directly or via funds he’s a LP in, Pranav is all set to direct his entire focus to AUR Coffee, his own phygital story that he firmly believes in.

THE VISIONARIES INSPIRING PRANAV

Pranav’s dedication knows no bounds as he travels from the UAE to India weekly, making sacrifices in terms of family time. He draws inspiration from two iconic figures - **Arnold Schwarzenegger** who has scaled the highest peaks of success in three diverse domains: bodybuilding, acting, and politics; and **Priyanka Chopra** who is acclaimed as a great Indian brand ambassador on a global platform. While Arnold inspires him in terms of achieving versatile success, Priyanka motivates him to break barriers and represent India at the global level. ■

Changing the Face of Business and the world

Dr. Sanjeen Sawhney, the Managing Director of ANB Auto India Pvt. Ltd, stands as a prominent figure in the entrepreneurial landscape of the country, leaving an indelible mark through her remarkable ventures. As the head of ANB Auto India, a Tier 1 OEM manufacturing company, she has spearheaded the production of a diverse range of auto components across three state-of-the-art manufacturing facilities located in Kundli, Haryana. ANB Auto India is renowned for its unwavering commitment to excellence, supplying top-tier OEMs and esteemed auto manufacturers such as Mahindra, Federal-Mogul Goetze, Rane Trw, RSB (TATA group), among others.

Under Dr. Sawhney's astute guidance, ANB Auto India has not only established a strong foothold in the domestic market but has also ventured into international markets, successfully exporting its products to various countries. The company's dedication to quality and innovation is underscored by its certification from TUV Sod Management Service GmbH Germany, solidifying its status as a modern, technologically-driven organization while respecting its traditional roots.

Dr. Sanjeen Sawhney's journey to becoming a trailblazing entrepreneur was paved with academic excellence and a strong foundation. She is an esteemed alumni of the prestigious Delhi School of Economics and Hindu College, Delhi University, institutions known for nurturing intellectual prowess. Her academic achievements speak volumes about her commitment to education and her desire to excel in her pursuits.

In addition to her academic achievements, Dr. Sawhney's illustrious career has earned her a plethora of accolades and recognitions. Notably, she served as a convenor at the Delhi School of Economics, demonstrating her leadership acumen and commitment to fostering academic excellence. Her



DR. SANJEEN SAWHNEY
Managing Director,
ANB Auto India Pvt. Ltd

contributions to the entrepreneurial landscape were further acknowledged when she was awarded an honorary doctorate by the World Peace Institute of the United Nations.

After completing her education, Dr. Sanjeen Sawhney redirected her formidable energies towards the promotion and growth of her companies. Under her visionary leadership, ANB Auto India witnessed remarkable growth in its top-line revenues and successfully diversified its product portfolio while attracting prestigious clients. Her astute business acumen and dedication to innovation have been instrumental in propelling the company to new heights.

Dr. Sawhney's impact extends beyond her corporate endeavors; she has actively engaged with renowned institutions and initiatives that promote technological advancements in manufacturing. Her involvement as a panelist for IIT Delhi's "Make in India" initiative exemplifies

her commitment to driving progress in the manufacturing sector. Collaborating with IIT Delhi, she played a pivotal role in shaping the technological aspects of ANB Auto India's manufacturing plants.

Beyond her role in the business world, Dr. Sanjeen Sawhney is a humanitarian entrepreneur with a deep commitment to uplifting the downtrodden and addressing societal issues and has worked for the prestigious United Nation Organisation. She frequently participates in panel discussions on business and social matters on various television channels like CNBC AWAAZ ,NDTV,Zee Business etc,using her platform to advocate for positive change.

Dr. Sawhney's dedication to both entrepreneurship and humanitarianism has not gone unnoticed. She was honored with the prestigious Nelson Mandela Award, an international recognition celebrated in over 11 countries worldwide. This award acknowledges her exceptional contributions to the fields of entrepreneurship and humanitarianism, solidifying her status as a global change-maker.

Adding to her impressive list of accolades, Dr. Sanjeen Sawhney was recently bestowed with the title of "Best Woman Entrepreneur" by Zee Media at the Zee Business Leadership Conclave. This esteemed recognition was presented to her by the honorable Cabinet Minister, Mr. Anurag Thakur, She has made it to the glorious list of top most entrepreneurs of well-known publications like Fortune,India Today,Times of India,Republic World,ABP Live and Fox Story,further underscoring her exceptional achievements and her influential role as a woman leader in the entrepreneurial arena.

In conclusion, Dr. Sanjeen Sawhney, the Managing Director of ANB Auto India Pvt. Ltd, is an accomplished entrepreneur and a beacon of inspiration for aspiring business leaders. Her dedication to excellence, commitment to innovation, and passion for humanitarian causes have not only propelled her companies to success but have also earned her numerous accolades and honors on both national and international stages. Dr. Sawhney's journey stands as a testament to the profound impact that visionary leadership and unwavering determination can have on the world of business and beyond. ■

Bithika Anand

Transforming the legal management and recruitment market with innovative and creative solutions!

Bithika Anand is a well-known person in the legal industry as well as an entrepreneur, visionary, strategic advisor, qualified business coach, and certified Hogan Assessor. She is the Founder, Chairman and Managing Director of Legal League Consulting (LLC) and Founder and CEO of Human Elevation (HE), two distinctive specialty businesses.

Before founding Legal League Consulting, she was instrumental in helping the then-largest law firm in India, Amarchand Mangaldas & Suresh a Shroff & Co., expand. The business expanded from 25 lawyers to over 500 lawyers during her 11-year tenure, where she had a dual role as CFO and COO.

After working at Amarchand for well over ten years, she felt she had reached a point of intellectual saturation. She was keen to reproduce the success model used by the nation's top law firm for other businesses that were preparing to adopt management solutions thanks to her experience in managing it. This is how Legal League Consulting was born.

Legal League Consulting is India's first management consulting firm for the international legal sector. The company was established in April 2010 by Bithika Anand with the goal of working with clients and contributing to their growth. The company helps them create high-performing teams, excellent leadership, and organizational development plans.

Human Elevation (HE) is a global talent search organization providing comprehensive talent solutions to legal departments of corporates and law firms across India. They guarantee an unrivaled degree of intensity, commitment, and competition in their approach since it is infused with passion and dedication. They offer a range

of services, including talent development, career transitions, permanent placements, and temporary staffing, all built on thorough research-based methodologies.

WHAT SETS HUMAN ELEVATION APART:

Both companies formed by Bithika have one thing in common- ingenuity. While LLC provides unique methods to help firms scale their growth, HE is the company that provides assistance with talent requirements and the various issues that come along with it.

An organization can have the best possible framework for managing its human resources, but if the candidate hired is not cut out for the role, no amount of training or follow-ups can change that fact. Human Elevation recognizes this and assesses its own clients to understand their needs and work culture, before assessing the candidates. This allows them to provide candidates that assimilate well into companies each time as they've cracked the code on accurate and efficient hiring.

WHY CLIENTS TRUST BITHIKA

Sincerity and dedication are key factors for client retention and these attributes can be identified in Bithika as a founder and hence are reflected in both her ventures whose core values are aligned with placing the client's needs as priority. Being bestowed with various awards like Best Law Firm Management Consultants, Forbes India Powerlist for Top Law Firm Management Professionals and ET Inspiring Women's Leader also helps instill faith in their clients.

VISION FOR THE FUTURE

In order to encourage the next generation of legal professionals to embrace change



BITHIKA ANAND
Founder, Legal League Consulting (LLC) & Human Elevation (HE)

and innovation in their practices, Bithika loves working with and mentoring them. Her ultimate objective is to enable and motivate attorneys and law firms to act as agents of social change.

By creating a forum that brings together all legal fraternity members—practicing attorneys, law firms, managing partners, founders, judges, senior designated counsels, general counsels, service providers to the legal sector, and even law students—she hopes to increase collaboration in the legal industry. ■

The Modern Sage

Dr. Meenaa Mahaajjan pioneering a New Era of Spirituality

Dr. Meenaa Mahaajjan fondly called MeeMaa or Guru Maa is an ardent Mahadev Sadhak, Spiritual Teacher, and a Researcher of the Occult - often delving into topics like Astrology, Yog, and AshtaSiddhi to better help humanity. She's known to help simplify the Shashtras and Upnishads, combine them with an understanding of science to make these topics more appealing for the youth of today. Being on a journey of academic excellence was not enough, she chose the unconventional path of dedicating

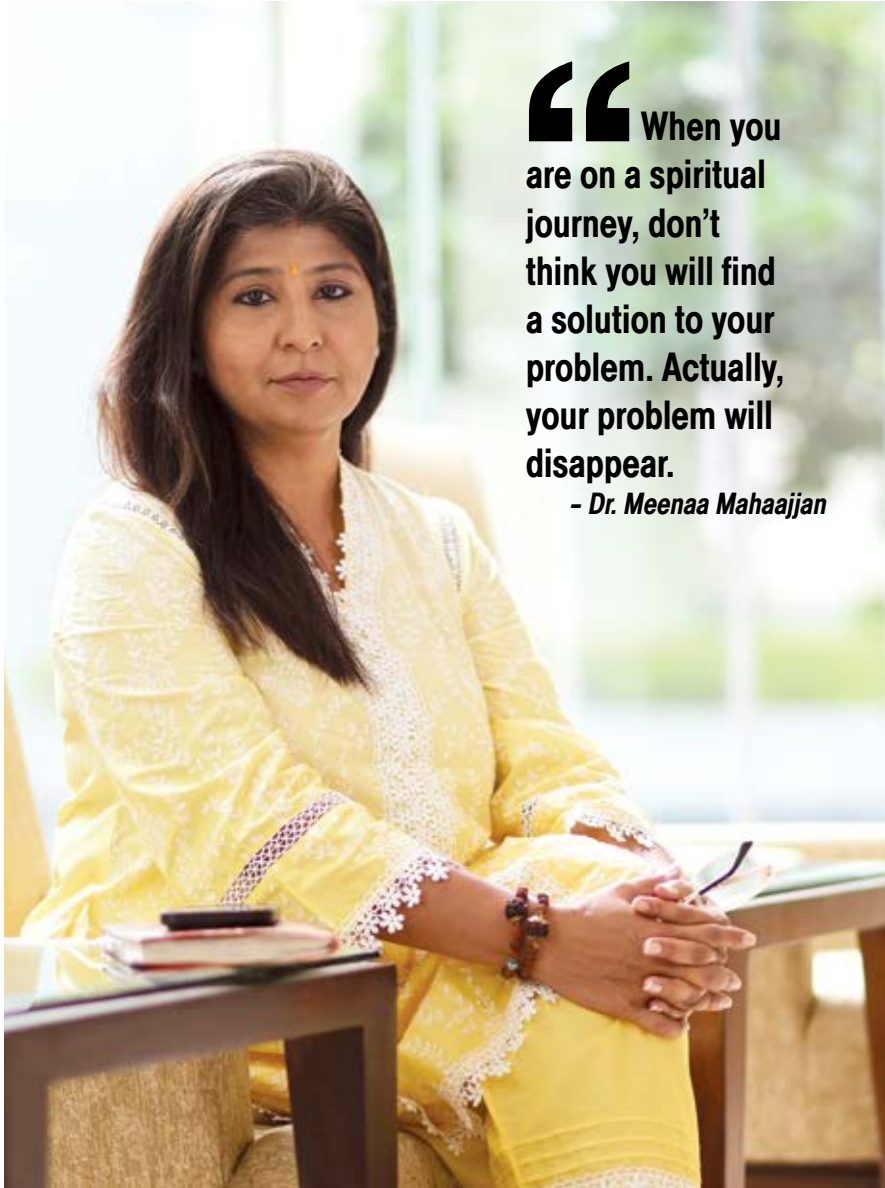
her life towards spiritual wellbeing of others and service to humanity. She is a true new age guru who focusses on educating the world about becoming a better human being by harnessing the power inside.

Dr. Meenaa Mahaajjan's flagship programme 'The Modern Day Bahmastra' is the culmination of over 25 years of dedicated research of the Shastras and the Quantum World that is helping awaken the subconscious to lead happy and content lives. The program has had a positive impact

on thousands of individuals from across the globe by being the perfect synergy between ancient wisdom and modern-day management. Her Satsangs are grounded in her love and devotion for Mahadev and the belief that Shiva-Shakti are the forces that balance the universe. MeeMaa believes that her ability to help people from around the world is a gift and an even bigger responsibility given by Mahadev and Shakti.

Having been able to simplify the Shastras, and being a proponent of holistic wellness, Dr. Meenaa Mahaajjan is often invited to be a speaker at Defense Force camps, corporate organizations and educational institutes like the Amity University. She has given a number of talks about the importance of Spirituality for the Youth, the role of Spirituality in helping create powerful future leaders with solid belief systems. One of the highlights has been her panel discussion on the Bhagwat Gita. The ease with which she was able to explain the topics of the Bhagwat Gita to the students was evident from the numerous student testimonies about how this subject was alien to them before the discussion and the interest they developed in the subject as a result of MeeMaa's talk.

Dr. Meenaa Mahaajjan is also a strong advocate of Sewa for the society. Being a humanitarian, she has been working on a number of social issues throughout the country. She leads her followers in working on these issues through her non-profit Siddhi Philanthropic Foundation. She envisioned Siddhi back in 2013, to work with the less fortunate of the society. Today, Siddhi is working in states like Delhi, UP, Madhya Pradesh, Assam and Kolkata. Some of its key impact programs include HOPE (Help Other People Eat), Mission Shakti, and Gurukuls for the underprivileged children. MeeMaa's followers regularly volunteer at Siddhi, focusing on the impact the programs are able to deliver while understanding the importance of Nishkam Sewa. ■



“ When you are on a spiritual journey, don't think you will find a solution to your problem. Actually, your problem will disappear.

- Dr. Meenaa Mahaajjan

Empowering Corporates

The Power of Effective Communication

Given the global economic volatility and swift technology advances, investing in professional development and upskilling of the workforce has become imperative for all companies. Irrespective of the industry you work in, improving your team's communication skills - the way they lead, negotiate, present, pitch, and collaborate - can enhance their professional effectiveness and increase the company's competency and standing in a highly unpredictable corporate climate.

Unfortunately, most Indian professionals across industries, though highly competent, haven't had the opportunity to master effective and efficient communication skills.

To address this massive gap, in 2018, Rakesh Godhwani, a renowned communication expert, author, teacher, mentor and entrepreneur, founded the School of Meaningful Experiences (SoME), specialising in transformative communication skills programmes for working professionals, companies, and entrepreneurs. Over the last five years, the Bengaluru-based company has empowered 3000+ learners to become more confident, persuasive, empathetic, and effective in their communication.

COMMUNICATION IS BEYOND JUST SPEAKING WELL

After spending over a decade of his early professional life in MNCs, such as Wipro, Intel and Qualcomm, Godhwani quit the corporate world in 2008 to follow his passion for teaching, writing and research. His experiences at IIM Bangalore, IIM Udaipur and Ahmedabad University as an adjunct faculty strengthened an observation that he had made during his corporate career. Despite commendable competence levels, Indians often struggle

with articulation and confidence in their communication.

"This is because effective communication skills were not taken very seriously, and there is this myth that communication only entails speaking well. No, it comprises an entire gamut of subjects, including empathetic and assertive leadership, the art of persuasion, and efficient collaboration, among others," points out Godhwani.

That is why we created a unique Six Cs philosophy - Communication, Confidence, Collaboration, Curiosity, Competence and Creativity - which is also the foundation of all our courses. This approach enables us to empower professionals to become a more confident version of themselves, he adds.

POOR COMMUNICATION SKILLS ARE EXPENSIVE

For a long time, India Inc. believed that technical skills were enough and good people skills fell in the "good to have" category. However, since the pandemic and its ensuing unpredictabilities, there has been a perceptible shift in how companies regard these skills; it now places a heightened focus on cultivating effective communication, emotional intelligence, and interpersonal competencies within the upcoming generation of leaders and professionals.

Though the awareness is there, few companies deliver learning and development programmes focussing on these skills, which is where SoME came in.

"Poor communication skills are extremely expensive to the company. According to a report, poor communication skills cost companies an average of \$62.4 million annually. Another research showed that improper communication was the root cause of 70% of workplace accidents and errors. Identifying the



RAKESH GODHWANI
Founder, SoME

gaps in employees' communication skills and implementing training programmes to correct the same is not just beneficial but crucial for corporates," says Godhwani.

"Our programs are designed specifically for managers and professionals, constantly evolving to address the latest challenges they face. Conceptualised and designed by Industry veterans, they comprise industry-specific case studies, research-backed content and easy-to-implement tools and frameworks," says Godhwani.

We understand that every organisation battles a unique set of challenges, and our approach is first to understand the issues they are facing and then create a learning path that will be most empowering for them, he adds.

SoME has collaborated with numerous companies, including Tata Steel, Perfios, Amdocs, Ivanti and, more recently, Reverie, among others. In partnership with Ahmedabad University, SoME also launched a unique oratory programme, Keynote, for the C-suite members, enabling them to become stronger and persuasive public speakers.

Recently, SoME created a unique, 10-minute communication assistant app called sPeak app to deliver bite-sized communication and professional effectiveness courses to people nationwide. ■

The Unstoppable Rise of Ranjana Rajora Sharma

A Woman of Resilience

While defying stereotypes and forging a path for future generations can be romanticised in literature, it truly calls for bold resilience. Meet Ranjana Rajora Sharma who has shown it in practicality. Her life's journey is not just one of personal triumph but a perfect example of empowerment and leadership.

Born and brought up in the beautiful pink city of Jaipur, India, Ranjana's journey from a humble upbringing to becoming an influential leader is nothing short of extraordinary. Her parents, Shri Hari Narain Rajora and Smt. Manju Rajora provided her with the foundation for a bright future. However, it was her late husband, Shri Ajay Sharma, who became her best friend and pillar of strength, guiding her through life's challenges.

Ranjana holds a B.COM degree in accounts, business statistics, economics, and financial management, alongside an MBA duet in Management and social work. Her qualifications also include an 'A' level certification from the esteemed DOEACC Society of India and laurels in the form of professional diploma accolades in Commercial Arts and Textile Designing.

WHEN RANJANA BEGAN HER CAREER

The future belongs to those who learn, unlearn and relearn. Ranjana, a staunch believer in this ethos, stepped into the professional world at the age of 18, exploring various domains. From a Commercial Art Instructor and a Public

Relations Officer to a tutor and pre-primary teacher, she explored it all before embarking on her path as an administrator in educational institutions.

"Creativity runs through my veins. I believe that with proper study and planning, we can transform ideas into reality. I work to ensure that whatever efforts I am putting up are benefitting the students in one way or the other," states the administrator.

WHEN RANJANA BROKE BARRIERS

When you achieve something at a young age, it often invites doubts from others. In Ranjana's case, it was her seniors as she had become Administrator at the age of 25. But they say success is not solely determined by age, but rather by a combination of talent and hard work.

"With time and regular efforts, I convincingly proved myself, made my place among the seniors and won their trust with my successful projects which I planned and executed across various domains in the workplace," Ranjana recounts with a smile on her face.

SHE FLIES WITH HER OWN WINGS

Today, Ranjana stands as a respected luminary in administration and management, boasting over two decades of unmatched experience. With an illustrious tenure as an administrator in esteemed educational institutions, her proficiency encompasses a diverse spectrum, orchestrating superlative outcomes across general administration, policy conceptions, strategic blueprints,



RANJANA RAJORA SHARMA

pioneering research and development, adept team leadership, judicious cost optimisation, and the orchestration of transformative training initiatives, among a plethora of other facets.

As an administrator at the esteemed Darshan Education Foundation, she is currently working with a network of 23 academic establishments sprawled across India and South America.

Ms Sharma has many achievements to her name including heading the project team at the International Toy Fair in Nuremberg, Germany, promoting NGO products in 2011, heading the first international trip of the Organization to the USA and contributing to the development of curricula for K-12 programs.

She adorns many feathers in her cap, including the Zee Media National Achiever's Award in 2023 for Inspirational Leadership and the Economic Times - The Times Group Leadership Excellence Awards in 2023. Ranjana has also been featured in Outlook magazine as one of the Change Makers of Modern India.

A woman is the full of circle. Within her is the power to create, nurture and transform. Ranjana's journey is a constant reminder for all women that they possess the strength to rise above adversity and achieve greatness. ■



A Dream Gets New Wings

Stepping away from the well-worn routes of a career in banking, he has geared himself to face the challenges and own the successes in his chosen space in financial services

Mayank Goyal, Founder-CEO moneyHOP, is on a roll as he targets a burgeoning millennial clientele through his firm, which serves as a single-point aggregator for all their financial services needs.

Looking to the future Goyal, who has made it to the list of “Times 40 Under 40 Award” commenced on 24th July 2023 for Gurgaon location, is shoring up all his energies in building a cross-border banking platform with the mission to become a ubiquitous player in the global money movement space.

What inspired this was a first-hand experience of the pitfalls of the traditional workings of cross-border banking. Illustrating his point, he shares how when he was working in London as an investment banker at Bank of America Merrill Lynch & Jefferies, he had family and friends visit from India. “They invariably paid 5%-6% over and above the prevalent rate i.e., forex card, debit card or cash. All the methods had their own shortcomings such as paper-driven processes, in-branch banking, poor user experience and lack of any technology. I spoke to over 200 people from various demographics and understood the banking system was in dire need of an overhaul. So, the question was how can we provide a customer-centric, technology-enabled banking solution to an Indian? How do we make sure that the cross-border banking experience is seamless? Well, the answer was moneyHOP!”

To launch a start-up was no child’s play at the time but what kept him going was his mission and the impact moneyHOP would make if it succeeded. “We knew if we pulled it off, we would be creating value for 1 Mn Indian international students and 28 Mn overseas travellers. We would be able to decrease the cost of remittance for Indians and hence contribute to the United Nations sustainable development goal to bring down the cost of remittance from 7.5% to 3.5% by 2030. Our paperless, cashless, and presence-less transactions would also contribute to the green economy,” he says while sharing his

“ We knew if we pulled it off, we would be creating value for 1 Mn Indian international students and 28 Mn overseas travellers



MAYANK GOYAL
Founder and CEO moneyHOP

intended mindset in achieving his goal.

Having never worked in India before was a challenge in itself for Mayank, so when he started moneyHOP, he was relatively unknown in the industry. Covid reared its head just four months into starting the company. “There were a lot of layoffs and people gladly kept their jobs; forget about moving to a relatively unknown startup called moneyHOP,” he says.

“A higher salary was valued over wealth creation that ESOPs could provide, mainly because there were few companies that had been successful in exiting. It was a very high influx of external investors in ed-tech startups during Covid times that led to surreal salary expectations for tech-enabled startups. In order to hire the right people, we deliberately took time to ensure they believed in what we were building.” he says.

“We were a global remittance company building a product for global travel and international education. Working as a team was at odds with our principle of hiring remote team members,” Goyal says as he elaborates on how adaptability, perseverance, and family support

helped them stay true to their mission.

Building a team of 75+ members ground up, was pivotal to its growth. Some of the significant milestones the company has achieved include: raising over \$4 million in investments’ achieving over \$200 million in transaction volume since inception; helping over 50,000 students save over INR 40 crores in commissions; in the last leg of a strategic acquisition of a company ; opening the first physical store in Dehradun; setting up operations in London.

The core principles carved in stone at moneyHOP from its formative days to attain its goals were Trust, Long-termism, Data Driven Decision Making, Empathy, Radical Open Mindedness, Building Meaningful Relationships, Environmental Impact, Ask “Why”?, Make Mistakes and Learn and Thoughtful Disagreement.

The company was conferred the ‘Fintech Startup of the Year(2022) Award’ by Entrepreneur India. It has recently picked up the Global Financial Market Review (GFM) Award for the category “Best Neo Bank India 2023”. ■



Kean construction is known for Innovative Construction Technique

KEAN Construction is an emerging and fast-growing construction company in the commercial capital of India with a unique niche and focus on the projects which are high-rise construction and use of new technology and innovation. KEAN also undertakes development projects in Mumbai metropolitan region which are re-development projects and greenfield. The Kean group was the driving force behind some of the most promising mega structures in Mumbai, making progress in record time.

Today, the group company is engaged in Construction Management, Infra Works, Specialized MEP Works, PMC Services and Turnkey Interior domains. KEAN Construction brings its vast expertise into its construction venture, through innovative construction techniques that are committed to safe and quality construction with timely completion of the project.

KEAN specializes in industry leading Tunnel Formwork technique executed by



RAJENDRA VARMA
Promoter

their international team working on field in Mumbai, which has enabled them to become the name specializing in high-rise construction. They have championed and pioneered innovative construction techniques to achieve advanced, efficient and extremely safe construction practices.

The tunnel formwork technology is used for one of their Residential project of 40 floors. Tunnel formwork technology is used when the flats are of typical box type structures and can give 300-400 repetitions. The Team has managed to achieve an average 6.5 days' slab for the project and for his achievement they have been awarded as the "Best Innovation in Construction Technique award" in Real Estate Business and Excellence Awards by Zee Business.

Their diversified portfolio of high end sky piercing residential have been realised to life by our keen eye for detail and passion of uncompromised quality and hunger to raise the bar with its passion and versatility. KEAN is set to reconstruct the skyline of Mumbai. ■

A Catalyst for Fulfilling Dreams

Mentoring of the highest standards which takes you on a journey of rediscovery to unlock your full potential on a holistic level

What inspired you to start your company?

When I was working at Mahindra & Mahindra, I did a training programme for all my sales managers and dealers in Himachal. At the end of the session, I was told: “We know you are not a professional trainer or a professional speaker, we know that you are a sales manager, but if somebody outside of Mahindra’s would have thought you were.” I think that triggered something in me...that was the tipping point. Also, I had enjoyed what I had done and felt this was something I should explore. Later, on my transfer to Delhi NCR I came in close contact with NIS Sparta which was doing a project on how to enhance the customer experience at our dealer sales touchpoints. This again triggered my interest. The takeaways from all this for me was to do something to help people become better at what they are doing.

What does the Design Thinking (DT) mean to you?

The most common response is — it is a creative problem-solving technique. But to me DT is way of life; its about culture—about how do you bring that mindset shift in what you do, from what you have been doing. DT is an amazing approach which can help you transform your businesses, but also your life. It helps you realign, relearn, reboot what you have been doing from the perspective of what your users are looking for — and in this process you realise that you actually end up innovating; instead of being robotic, it’s an extremely human-centric approach. DT becomes extremely important as it helps businesses in the optimisation process, especially in terms of product and service creation, their market activities.



JIMMY JAIN
CEO Square Sequel

Please share with us some of your other offerings in terms of your training programs and consulting.

We are a leading provider of one-stop solutions in a wide range of Organisation Development, Training and Experiential Learning. My job is to inspire people to do what they are best at. Through our programmes I enable people to reinvent themselves to enjoy what they are doing. I help them unlock that ‘sweet spot’ where one’s contribution is the highest as is the satisfaction.

One of the most interesting programmes we’ve been running is the Search for The Lost Dutchman’s Gold Mine simulation, which a board game-based learning programme. Our target audience is adult, corporate adults — and they learn the best when they play. There’s a lot of emphasis and impetus by us on creating, developing new simulations. We have already created a couple of them and we are creating more.

What have been the main components in your success as a leader in your field?

Walk the Talk. The fundamental is pretty simple — whether I coach, train, consult or mentor people I need to live those concepts. If I expect higher

standards from others, I better live them first. Secondly, to be sincere in everything I do; the third, I would attribute to serendipity. Dr Srini Pillay became my mentor in my PHD, after a chance meeting at Harvard. Today, I do a lot of research on his Possibility Thinking in Neuroscience.

What stands out for you on this long journey?

It’s been amazing. I work with the who’s who of learning and development across India and the world. It helped me become what I am today — a better individual, a better manager, a better leader. But more than that, how I am able to contribute or how I am an enabler or catalyst to help people achieve their dreams. What keeps me going is when people are able to do that.

How are you planning to move forward?

I see myself in the business of knowledge, which means that our clients hire us because the sort of knowledge we have is better or different from what they already have. So, it’s important for us to keep updating ourselves. That’s how the programmes we do come into being. Right now, the organization is at a stage of metamorphosis which will enable us to go into a new orbit. ■

Challenges can be Blessings in Disguise

Harshbeena Zaveri, Vice Chairman & MD NRB Bearings Limited

Having spearheaded NRB's foray into design engineering, Harshbeena Zaveri, Vice Chairman & MD, has indisputably determined its position as a global benchmark for quality and innovative design in high-precision friction solutions

In the late 90's with digitization setting in and design engineering and product technology moving towards analysis and becoming more software driven, Harshbeena Zaveri, who joined NRB Bearings Limited as a management trainee in 1987 and rose to become its President in 2001, embraced the challenge and envisioned it as a once-in-a-generation opportunity.

Aligning this with NRB Bearings' onward journey she believed they could leverage India's evolving IT capabilities with the company's mechanical engineering strengths and pivot into becoming a friction solution provider. Her dream was to make NRB a technology leader instead of being just a commodity bearing supplier. This leap of faith was pivotal in propelling NRB to become a technology independent entity.

Today, the firm is a global player and is recognised for its disruptive and lightweighting technologies and a recognized leader in customized friction solutions for the mobility industry. This has been centric, not only to its growth but also in shaping its strategy to compete at the most difficult level, designing bearings and allied products for engines, steering, axle, transmissions and EV applications for the most advanced future generation component partners and their platforms. NRB, with these strengths, has been enabled to woo a slew of automotive leaders, amongst them giants such as Audi, BMW, Mercedes Honda, Mazda, Hyundai, Daimler, Renault, GM, Ford and Volvo.

From being propelled entirely by its dependence on collaborators for technology, NRB today functions as a design partner for high-end applications at the world's foremost mobility companies.

The most compelling aspect of the NRB work culture and intrinsic to its value systems are its PEOPLE. "I believe an organisation sustains itself because there are people in it who believe in the vision and that it can be achieved and are collectively inspired by

co-creating a better world through the products they make and their service," says Ms Zaveri.

Elaborating further, she points out that: "NRB moved away from monolithic cultures that once promoted consistency and conformity, to a culture that celebrates and draws on employees' signature strengths and collaboration. Culture change pushes one to define future legacies. Disruptions and crisis situations showcase the strengths of NRB's culture at its best."

Equality or "fairness", along with integrity, she opines, is one of the most powerful shared beliefs in NRB culture. This, she emphasises, hinges on the principle that "everyone should have a fair shot at life and be rewarded for what they have achieved" - this remains non-negotiable. "This mirrors my belief that each person must have the power to make a difference and not to be defined by stereotypes and hierarchy that society has forced upon them, and at NRB we strive to make this a reality," she says.

Ms Zaveri has very definitive views on the role that young leaders, as she calls them, can play in the company's growth. She points out to the importance of the collaborative culture and out-of-the box thinking which can drive innovation. The youngest people in the organization often lead the most critical initiatives at NRB, a significant proportion of whose team is under the age of 33. She points out that this empowering culture is quite rare within the ambit of manufacturing; but it's also one of the most compelling reasons for NRB attracting exceptional young talent.

"Our strength is the successful pairing of the experience of our older team members with the complementary, entrepreneurial, and more risk-taking and inclusive approach of our younger team members, creating an environment where the sharing and mentoring takes place not just between these two groups- "both gain and feel fulfilled" she says.

On a personal level, empowering youth through education and character development is a passion for her. Being one of the earliest founders (and the only woman founder) of Ashoka University, India's first liberal arts university has also given her the opportunity to influence young future leaders. ■



The Art of Proactive Leadership

Steering the outcomes of an academic ecosystem for thousands of career-bound aspirants is no mean task

The disruptions caused in the field of education by the Covid-19 pandemic globally may have given pause to many leaders of such institutes with the unprecedented challenges they encountered. The increasing reliance on the digital world too has brought its own challenges for teachers and students, as both grappled with the new realities of working within this new framework.

Bangalore's Reva University has had an edge over many institutes in such a situation, having in 2016, as opposed the traditional teaching-learning methods as the only way of learning, envisioned the need to adopt future-ready, technology-based learning. Keeping this in view a foundation was laid to build the necessary technological infrastructure.

Mr Umesh S Raju Pro Chancellor of REVA University shares how when in 2020 'Blended Learning' became the new normal, REVA University was already ahead of the times, and was in a position to transition almost seamlessly to online classes in less than three days. "While we are enabled to conduct 100% online classes and digital examinations, the University is constantly striving to adopt modern methods like Microsoft and Salesforce that will enrich the learning experience for students at REVA University," he says.

Furthermore, REVA was already reaching the next level of digital maturity, and the faculty and other stakeholders adapted to the online mode of teaching, learning and assessments very quickly. "We also incorporated virtual classrooms, video, augmented reality (AR), robots, and other technological tools thereby making learning environments accessible and conducive to the development of essential 21st-century skills," the Pro Chancellor adds.

Proactive leadership is the essence of leading from the front when confronted with such game changing situations, when the future of thousands of students in an institute are at stake. Pro Chancellor Umesh S Raju is of the firm belief that as leaders it is one's responsibility to ensure the provision of the right environment for students and faculty members to have a positive approach. "I am sure the University cultures are slow to change and we are aware of the necessity to build better forms of engagement over time. At REVA, we nurture sophisticated new skills and managerial competence in various activities. I believe that Universities should evolve in various ways to meet future leadership needs. This includes understanding the disruptive effects of technologies like AI and IoT in University activities. We should also expose students to the applications they need to learn. It is important to embrace action-based learning which is a process of doing and reflecting. To achieve this, teamwork is important," he adds.

Sharing his abiding beliefs on the qualities of good leadership, he says that those days are long gone when a command-and-control work environment and leadership was the order of the day. In his view that kind of thinking is quite obsolete now. He is of the opinion that the future environment requires a collaborative and systematic leadership and for that, more than expertise, future leaders need to practise agility, entrepreneurial drive as well as a thirst for learning and excellence. Leaders of higher educational institutions, he believes, should now be focusing on identifying talent and exhibiting resilience so that they can deal positively with setbacks and challenges.

Speaking about the most important



MR UMESH S RAJU
Pro Chancellor
REVA University

“...the future environment requires a collaborative and systematic leadership and for that, more than expertise, future leaders need to practise agility, entrepreneurial drive as well as a thirst for learning and excellence.”

learnings he has imbibed over time as a leader of REVA University he shares how he has seen the impact of good listening skills on leadership and by just being a good listener in many situations, he has learnt a lot. "Good listening brought along with it, patience, and that has empowered me to achieve what I set as goals for the University," he elucidates. In his mind "Both listening and patience which I cultivated conscientiously as a part of my leadership style has facilitated me achieve this goal." ■

The Future of Apps is Tile-Shaped

Apptile's Ambitious Blueprint to Reinvent Mobile Commerce

In the last 15 years, smartphones have become the primary computing devices, transforming the way people consume media, shop, and work. Despite the widespread adoption of mobile internet and personal computing devices, building high-quality mobile apps remains expensive, tedious, and out of reach for most businesses. Apptile, a no-code mobile experience design platform, aims to change that by making app development accessible and efficient for businesses of all sizes.

APPTILE'S NO-CODE PLATFORM: DEMOCRATIZING MOBILE APP CREATION

Apptile is a no-code platform for headless content, commerce, CRM, and ERP systems. It enables users to design mobile applications visually, with an intuitive drag-and-drop interface. At the heart of the platform is a large and growing collection of Tiles, which are fundamental units of functionality powered by APIs from multiple backend systems. Using Tiles, users can design sophisticated mobile applications that are on par with some of the best apps in the market. Apptile takes care of every aspect of the mobile application lifecycle, allowing users to design, publish, and run powerful retention marketing campaigns all in one place.

SETTING APPTILE APART: DESIGN-FIRST APPROACH

Apptile sets itself apart from other app-building platforms with its design-first approach and focus on simplicity with sophistication. The platform offers a simple way to design beautiful mobile experiences. Behind this intuitive visual design interface is a proprietary technology that delivers highly dynamic and personalised user experience. It's personalisation engine also automates retention campaigns on push notification channels. Apptile works with any headless backend APIs, offers pre-designed themes and hundreds of Tiles. The platform is built from the ground up to power data-driven personalization at scale.



SAMYAM ANNAPPA AND ROHIT MODI

ACCELERATING GROWTH WITH SEED FUNDING

Apptile recently announced its first round of financing, which has accelerated product development and allowed the company to expand its engineering, design, GTM, and product teams in India, the UK, and the USA. With the seed financing, Apptile is now ready to scale its customer base rapidly.

THE FUTURE OF E-COMMERCE AND APPTILE'S ROLE

As e-commerce becomes increasingly competitive, the ability to quickly and affordably create and manage mobile apps will be a significant advantage for businesses. Apptile's platform is leading this technology evolution and levelling the playing field on mobile channels, just like Shopify has done on the web. In the next three years, Apptile aims to power mobile channels for over 10,000 businesses.

SUCCESS STORIES AND ADVICE FOR ASPIRING ENTREPRENEURS

Over 300 brands are currently active on Apptile's platform, with more than 60% of these in North America and the rest spread across the UK, Europe, SEA, and Australia. The company is launching an app every day and plans to scale this further in the coming months.

For aspiring entrepreneurs looking to build their own mobile apps, Apptile's co-founder Rohit advises "focusing on velocity and learning from customers to iterate the product and service rapidly. Building great mobile apps is hard, but maintaining them is even harder. Entrepreneurs must select a mobile technology stack that allows them to offer personalised experiences without spending millions on expensive development teams and infrastructure. Apptile does just that".

EXPANDING APPTILE'S OFFERINGS AND REACH

In the coming years, Apptile plans to expand its offerings and reach by constantly refining its current vertical (e-commerce) and building partnerships with both third-party API products and software development agencies. The company is also looking to expand its support for other headless e-commerce platforms such as Magento and WooCommerce.

Apptile's ambitious vision is to revolutionise mobile app development for e-commerce businesses, making it as easy as running an Instagram channel. With its design-first approach, sophisticated technology, and commitment to democratise mobile app development, Apptile is poised to usher in the era of Mobile 2. ■

Empowering Dreams: Inspiring Young Founders in Fintech Today

Basking in the sunny outcomes of his journey as a serial entrepreneur, this Fintech expert takes pride in being a part of India's robust trajectory in this burgeoning digital landscape

Putting the spotlight on the rapid expansion of the internet and digitalisation space, Rohit Taneja Founder-CEO Decentro Tech Pvt Ltd elaborates on the kind of trends and opportunities he envisages for tech businesses in India moving forward.

"The most inspirational component of my work as the enabler of the ecosystem," Taneja says, "lies in the opportunity to empower and collaborate with early-stage fintech startups. As a serial entrepreneur, I understood the need to guide early-stage startups in identifying the market they are entering, understanding their value proposition, and ultimately determining their product market fit. This motivated me to start a Fintech Fellowship Programme in-house at Decentro, where we honed early-stage startups on the path of scaling their business in this ecosystem."

Elaborating further on their Fellowship journey he says: "I have been lucky enough to witness their innovative ideas, entrepreneurial spirit, and commitment to making a difference, which in turn served as a driving force behind our pursuit of excellence and continuous innovation. I am proud to say that in the last two years, through the startups in the fellowship programme, we have forged a path towards a future where fintech solutions create a more customer-centric, efficient and inclusive



ROHIT TANEJA
Founder-CEO
Decentro Tech Pvt Ltd

financial landscape for businesses and consumers alike."

His advice to young leaders of today looking to disrupt the Fintech space is: "Think in decades, and not in years... As a young founder, you should always be open to embracing an iterative approach to product

“ I understood the need to guide early-stage startups in identifying the market they are entering, understanding their value proposition, and ultimately determining their product market fit

development. Being open to continuously learning from your experiences and iterating on your solutions, allows you to stay ahead in the game of the rapidly changing market. Establish a strong team around you, forge eco-system partnerships, and reach out to experienced leaders for a sense of direction and mentorship."

Purely from a fintech landscape perspective, the common opinion that India's Tier 2 and Tier 3 cities have been under served for their growth potential resonates strongly with Taneja. He believes that the time is ripe for the fintech businesses of tomorrow to spread the reach of digital payments beyond the Tier 1 cities, as that is the segment that presents itself as a hidden treasure trove with huge potential to attract fintech ventures.

Customer-centric experiences are increasingly the key to growing one's business and this in itself, he feels, opens up a world of possibilities- "Picture personalized wealth management platforms that align perfectly with individual aspirations," he says.

With India all set to become the Fintech capital of the world, Taneja feels that with the country's extremely robust digital infrastructure, thanks to the India stack, the next wave of innovation must enhance the existing solution. The future of this ecosystem, he believes, lies in the combination of state-of-the-art technology in the form of digital verification and validation, onboarding and lending, coupled with the ease of access beyond the existing borders in the form of cross-border solutions.

Fintech companies, Taneja feels, must continue to harness data's power to predict customer needs, anticipate market trends, and make informed decisions. The trifecta of data-driven decision-making, product agility, and scalability, he believes, will undoubtedly shape the future of fintech in India within the \$1 Trillion market size. ■



Lemnisk

Pioneering Seamless Customer Experiences for Large Enterprises

Navigating the complex and often convoluted world of customer data can be a daunting task for large enterprises such as banks and insurance companies. The myriad tools and systems, designed to improve customer experience, can ironically lead to fragmented and siloed data. Enter Lemnisk, a dynamic force in the Customer Data Platform (CDP) arena, that's pushing boundaries and setting new paradigms.

Hailing from Bangalore and extending its footprint to global hubs such as Singapore, Dubai, and Boston, Lemnisk isn't just another name in the crowded CDP landscape. It stands apart, positioned as a premium brand committed to tackling the intricate data challenges that large enterprises grapple with.

Subra Krishnan, the visionary CEO of Lemnisk, sheds light on their mission:



SUBRA KRISHNAN
CEO, Lemnisk

"Our ethos is simplicity in the midst of complexity. While large enterprises have myriad tools at their disposal, our goal is to streamline and enhance the way they interact with their data, ensuring that they deliver a customer experience that's not just exceptional, but unparalleled."

Unlike other platforms that can inundate users with a plethora of integrations, Lemnisk's strategy is astutely targeted. "It's not about offering everything, but about offering the right thing. We focus on top integrations, ensuring that our partners, such as Adobe, Microsoft Dynamics, and Salesforce, work in tandem to elevate the customer experience," Subra emphasizes.

Real-world success stories underline Lemnisk's prowess. For instance, AIA Philippines turned to Lemnisk's CDP to amplify its customer outreach, with tangible results in customer loyalty and ROI. But diving deeper, Lemnisk's grand vision emerges as a beacon of its ambition. Beyond mere data organization, the firm envisions a future where data isn't just numbers but narratives. Subra elaborates, "We see a world where data tells stories, stories of customer behaviors, desires, and aspirations. Our platform is designed to help businesses listen and respond to these stories."

Adding to its credentials is Lemnisk's unwavering commitment to security, underlined by its ISO certifications. "In today's volatile digital landscape, security isn't a luxury; it's a necessity. At Lemnisk, we prioritize it, ensuring that our clients' data is not just organized, but also protected," asserts Subra.

In a world where data drives decisions, Lemnisk, under the leadership of Subra is not just a participant but a pacesetter, defining how enterprises should decode, decipher, and deploy their customer data. The road ahead looks promising, and as Subra aptly puts it, "We're just getting started. The future of customer experiences is exciting, and we're thrilled to be at its forefront."

Giving Wings to Futuristic Academic Programs

Encouraging and supporting faculty to break new grounds in research and field action work

Prof Shalini Bharat kick-started her journey of an academic career at the prestigious Tata Institute of Social Sciences (TISS) in Mumbai. Positioned in the highest echelons of research work in the country TISS, established in 1936, has been a pioneer in designing academic programs that are not only path-breaking but futuristic in their conceptualisation.

The most exciting and memorable signpost on this journey for Prof Bharat has been being chosen to lead TISS as its Director/ Vice Chancellor. “It is certainly a high point in my career,” she shares recalling how, when she started out, TISS made her value the scope of social research in reaching the right stakeholders and making some impact on the ground.

TISS, where teaching and research have been grounded in socially relevant and contemporary themes, is unique in the outcomes of its pursuits, which is why experiences here stand out for her. “Generally speaking, TISS research reports do not just sit in libraries and in publications but invite attention from policy makers, program implementers and committed grass level voluntary workers. India needs research with applied value but applied social science research is not very easily available in the country,” reveals Prof Bharat.

Looking back on her career she points out: “Indeed, the themes I worked on were very challenging – social determinants of HIV and TB, reproductive health, sexuality, stigma and discrimination, human rights, and mental health and wellbeing, alternative family forms, demographic transition, and so on- but these were largely unexplored areas when I first began my work on social and gender dimensions of HIV; and each research led to discovering more gaps in our understanding.”

The interest generated through her research, she says, spurred her on to continue with these themes. “Today, when I reflect on my



“ To ignite the fire of excellence in the future crop of youth leaders one must be able to lead by example

academic journey, I feel very satisfied that I got the opportunity to lead research on some themes that were so stigmatised then that very few researchers wanted to be part of those projects,” she elaborates.

Satisfaction, in a big way also came from adopting research approaches and methodologies that were largely ignored till the advent of HIV research in the early 90s. “That I was among those social researchers who boldly moved away from traditional quantitative approaches and worked with qualitative and mixed approaches, is also quite gratifying. It is good to see so many social researchers in India

now explore with many new forms and formats of research,” she says.

Heading TISS, she says, required her to be sensitive and empathetic to the needs of a diverse student body at the institution. This was no ivory tower assignment; she had to be accessible as a leader for both faculty and students; also, decisive and dynamic— and leading from the front. “It has also made me value team work and respect the special abilities of each team member,” says Prof. Bharat.

She believes to ignite the fire of excellence in the future crop of youth leaders one must be able to lead by example; It is also necessary to build a strong ecosystem to support excellence.

She points out that the TISS Research Council provides opportunities, especially for early career faculty, to seek funding that allows them to establish themselves as researchers before they begin exploring external funding. Under her watch TISS has “ensured academic freedom for faculty to pursue research that interests them, to travel widely, to network with key stakeholders, to hold conferences and seminars, to publish and exchange ideas through a variety of media, to carry out field level projects- all with the objective of encouraging and supporting them to break new grounds with their research and field action work.”

Beginning with its pioneering social work program, TISS has kept pace with changes in its external environment and constantly added innovative programs that not only meet present day requirements but also look into the future. Today, in addition to its pioneering programs in social work and human resource management, TISS offers courses which are all multi-disciplinary in orientation through a strong base in experiential learning. Additionally, it has one of the oldest skill education programs offering 34 bachelor degrees in vocational education employing a work-integrated model with over 3000 key industry partners. ■

Smart Leaders Serve As Great Firewalls

Digital infrastructure has become pivotal for businesses and personal lives, bringing its own challenges of cyber-security risks



MR. DEBASISH MUKHERJEE
Vice President, Asia Pacific and Japan, SonicWall

Well before the Covid pandemic left a huge impact not only on people's health, but also their work and lifestyle, the world's increasing foray into the digital space had triggered off burgeoning concerns about cyber security. With offices kicking into hybrid work mode fresh challenges entered the digital space to counter cyber-attacks for businesses.

As shared by Mr. Debasish Mukherjee, Vice President, Asia Pacific and Japan, SonicWall, the recent 2023 SonicWall Cyber Threat Report has revealed some interesting and alarming trends across regions. Across the globe the malware attacks have gone up 2%, with surges in IoT malware (+87%) and crypto jacking (+43%). Even though Ransomware attacks dipped 25% globally, 2022 was still the second-highest year on record for global ransomware attempts (493.3 million).

Attacks across industry sectors showed that education (+157%), finance (+86%) and retail (+50%) verticals were hit hardest by malware. SonicWall also discovered 465,501 'never-before-seen' malware variants in 2022. India also saw some major surge in attacks YOY across ransomware, (53%) malware (31%) and an astonishing (116%) in cryptojacking.

Cyber security firms have had their work cut out for them with businesses urgently seeking more advanced technology to counter these threats. "Organizations today face an evolving threat landscape where threat actors are finding new and creative ways to stay ahead of the enterprise. Cyber risks and their impacts on organizations globally continue to dominate headlines and boardrooms," says Mukherjee. In his view the need for always-on surveillance

and real-time risk analysis for breaches at both physical and digital entry points has become a necessity than an option.

Speaking of how while helping his company he had to re-strategize to deal with this unprecedented movement in terms of delivery of security to distributed and remote operations, Mukherjee shares how SonicWall

“ Along with technical skills, leaders are expected to possess other social soft skills to help companies deal with cyber threats and attacks

has been offering boundless Cybersecurity solutions for a long time – even well before the pandemic. "With seamless protection that blocks the most evasive attacks across countless exposure points and increasingly remote, mobile, and cloud-enabled workforces, SonicWall protects organizations while enabling their new business norms. For businesses, governments, and SMBs all around the world, we have been very successful in bridging the cybersecurity business gap by understanding the unknown, delivering real-time visibility, and enabling breakthrough economics."

Elaborating further he shares how the company has been successful in orchestrating

complex and broad product offering by aligning Agile Secure Software Development Lifecycle (SSDLC) best practices, which has made it a dominant No.1 player globally in the Unified Threat Management (UTM) segment.

According to Mukherjee skilled cybersecurity professionals are key for the safety of companies and governments. Both large and SME's have been struggling with it for a while now despite significant investments being made in onboarding talent and expertise.

"Organisations across sectors globally not only feel the need to stay ahead with dynamic solutions but also be well versed with the subject as leaders," he points out.

"It goes without saying that in our world things can go wrong very quickly. A data security breach might be as simple as someone in the company opening a phishing email and exposing sensitive information. A leader in such a scenario needs to stay open minded and responsive to criticism sometimes while addressing customers' concerns," he shares.

In his view, along with technical skills, leaders are expected to possess other social soft skills to help companies deal with cyber threats and attacks. "They should work well with others and avoid isolating themselves. Fighting threats will require cooperation and trust between colleagues as they are striving together toward the same security goals," he says.

Mukherjee is of the firm belief that a successful leader needs to be imaginative, curious, and creative to figure things out quickly while motivating teams to learn, explore and be open to new ideas in this dynamic world of cybersecurity. ■

New Technologies Offer Hope For Cancer at Any Stage



PADMASHREE DR RAMAKANT DESHPANDE
Chairman, Asian Cancer Institute

Ranked amongst India's top oncologists Dr Ramakant Deshpande, Chairman Asian Cancer Institute who pioneered Thoracoscopic surgery at the Tata Memorial Hospital' Mumbai has witnessed the immense growth of research and improvement in treatment of the dreaded disease over time.

As a game changer in the area of oncology, his amazing skills and deep knowledge and visionary outlook shaped and transformed his approach to patients who are in his care. His positive nature has played an important role in brightening the prospects for even the most despairing.

The Indian government, in recognition of his significant contributions to the fields of medicine, in 2014 conferred upon him the Padma Shri, the fourth highest civilian award. A year later, as a salute to his visionary work he was given the Game Changers Award by The HR Club.

Looking back on his journey he shares his thoughts on one of the most significant signposts on the long road he has tread so tirelessly in his concern for the human condition: "Large thoracic incisions are most painful. Reducing the operative trauma by minimally invasive thoracic surgery- be it thoracoscopic or robotic, brings

the much sought for comfort, faster recovery and lesser requirement of painkillers and even complications. While this was a novelty and rarity in the 1990s, it is almost becoming a curriculum necessity in thoracic surgery today." With the advent of robotic surgery and the 5 G technology experts can operate at remote locations in absentia with equal certainty making expertise available universally.

“ Today, with rising prosperity and access of knowledge through interactions on various platforms the knowledge is available everywhere; excellent hospitals with top class technology too are being established which hold the whole treatment delivery picture together

Shedding light on how R&D and disruptive technologies in medicine are helping contain even the worst cases of cancer, he points out that there is a greater all-round awareness of catching symptoms at the early stage. This also involves not just the doctors but even people themselves to be alert to them. He shares how self-examination, visual examination by health workers, pap smear and mammograms, thermoscans, even PET imaging of breast can help identify breast and uterine cervix malignancies in the early stage of the population. He also talks about how Artificial Intelligence-based reading of radiological films and pathology slides that can help process preventive checkups much faster and more accurately.

Providing deeper insights on the development of robotic surgery and the challenges and successes with this technology, Dr Deshpande takes us back to the early 2000s when the remote motion controlling technology of the moon rover was soon for pushing the envelope in robotic prostate surgery initially and then slowly to other areas such as head and neck surgery, abdominal, pelvic and thoracic surgery. Pointing out to the problem of dealing with rigid instruments, high cost-both for capital investment as well as recurring instrument consumables, the high initial learning curve still remains the same.

Reflecting on the earlier trend for patients to look abroad for cancer treatment, he recalls it was mostly because India in those times lacked the availability of treatment knowledge and awareness, teams that could deliver such care and institutes which could deliver such quality and advanced technology, which are required for the cure of such diseases. He is quick to share, that even then, several of those leading consultants abroad were pioneering Indians, thus proving that in their ability, Indians are no less.

Speaking about the current scenario he points out that: "Today, with rising prosperity, access of knowledge through interactions on various platforms the knowledge is available everywhere; excellent hospitals with top class technology too are being established which hold the whole treatment delivery picture together."

India, he says, is absolutely poised to deliver state-of-the-art and scientific treatments with results comparable with the best in the west, but at a fractional cost. In fact, India is fast becoming a source for healthcare delivery to the rest of the ¾ world population which is still developing. ■

Young Astrologer is Putting A New Face On Astrology

In the ever-evolving world of astrology, where ancient wisdom meets modern sensibilities, one name has emerged as a beacon of hope and guidance for many—Astrologer Parduman Suri. At the age of 24, he has risen to prominence as India's youngest astrologer and a celebrated motivational speaker. In this profiling article, we delve into the life and accomplishments of this remarkable individual. He attained his earlier education at the esteemed LK Singhania Education Centre in Rajasthan before embarking on his educational journey at GJU to delve deeper into the field of law. Astrologer Parduman's voyage into the mystical realm of astrology commenced at a very young age. Fueled by an inherent curiosity about the celestial universe, he embarked on a profound exploration of the intricate domains of astrological sciences.

Immersing himself wholeheartedly in the study of astrology, numerology, Vastu, and various other mystical disciplines, Astrologer Parduman swiftly acquired profound insights that would ultimately propel him toward the shining pinnacle of success.

Astrologer Parduman Suri has been punctuated by a series of prestigious awards and honors. Among his many accolades, the "India Youngest Astrologer Award" in 2018 stands out as a testament to his early achievements. This award catapulted him into the limelight and set the stage for his future endeavors.

In 2021, he was honored with the "Indo-America Icon Award," a recognition of his impact not only in India but also on an international stage. The following year, Astrologer Parduman received the "India Nostradamus Award" in 2022, an acknowledgment of his exceptional contributions to the field of astrology. He has received the highly sought-after award from the former Union Minister and current



**ASTROLOGER
PARDUMAN SURI**

Haryana Governor, Bandaru Dattatreya.

In recognition of his exceptional contributions to the promotion of astrology through his exemplary writings and lectures, Astrologer Parduman was bestowed with the Jyotish Bhushan Award. The award was presented by Prakash Pant, the former Finance Minister of Uttarakhand. One of the most notable milestones in Astrologer Parduman Suri's career was receiving the "IAIA-2021" award from the U.S.-based International Astrology Federation Inc (IAF). This recognition not only celebrated his astrological prowess but also positioned him as an international astrological authority. Dr. Pradeep Kumar Joshi, Chairman of the Union Public Service Commission of India (UPSC), graced the launch of his debut book titled 'Numerology, Secrets of Number,' further

cementing his status as a prominent figure in the field.

He also designed the Gorakhpur Nuclear Power Plant in Haryana according to Vastu principles when he was just 18 years old. Before India's former Prime Minister, Dr. Manmohan Singh, inaugurated the Gorakhpur Power Plant.

In 2023, he published his debut book, 'Numerology, Secrets of Number.' The book delves into the intriguing world of numerology, offering readers profound insights into the hidden meanings behind numbers. Dr. Joshi, while congratulating Suri on his literary achievement, commended him for unraveling the secrets of numbers and promoting numerological knowledge in India.

He is an esteemed Head of Department (HOD) at SMAY-JAK, an institute registered in 2001, dedicated to Vedic sciences. His involvement in this institution highlights his commitment to preserving and spreading the rich heritage of Vedic knowledge.

Beyond his expertise in astrology and numerology, Astrologer Parduman Suri is renowned for his motivational speaking. His words of wisdom have inspired many individuals from all walks of life to pursue their dreams and overcome challenges. His charismatic presence and ability to connect with people on a personal level have made him a sought-after motivational speaker.

Astrologer Parduman Suri's journey from a young and curious astrologer to a renowned international figure in the field of astrology is nothing short of remarkable. His numerous awards, literary accomplishments, and contributions to Vedic sciences and motivational speaking are a testament to his dedication and passion for his craft. His story serves as an inspiration to aspiring astrologers and motivators, reminding us that age is no barrier to achieving greatness in one's chosen field. ■

Capitalising on Trustworthiness and a Cutting-Edge Spend Analytics Ecosystem

Akshay Upadhye, Co-Founder & COO, Spendkey India Private Ltd. shines the light on how they leverage their expertise to provide solutions to clients to make wiser data-driven decisions.

Tell us a bit about what excites you about going to work every day at Spendkey, purportedly the world's first trustworthy spend analytics platform.

We, at Spendkey are breaking new ground in providing businesses with a trustworthy and cutting-edge platform to make data-driven business decisions. We've seen and heard from our customers about how our platform empowers smarter decisions, quick savings, risk reduction, and better supplier cost control, all of which contribute to rapid business growth. This is really motivating for me and our team. Spendkey was launched in 2020 as a pure-play spend analytics platform. But amidst disruptive technologies like Generative AI, like most businesses, we have been constantly innovating and evolving Spendkey from a Spend Analytics product to a comprehensive Spend Strategy platform. We've also defined a clear roadmap of innovative features for our products in the coming months, and these are exciting times for our entire team. Also, we have recently signed up some big and leading customer brands, and these wins only motivate us to improve each day. Working with an energetic team, fostering mutual learning, and the drive to make Spendkey a world-class product keeps us all motivated. For us at Spendkey, change is the only constant!

How do you as a leader in your field help clients unlock the opportunities that would propel transformation and growth in the organization?

In the world of software, success hinges on adding real value and propelling business growth. At Spendkey, we're driven by a fundamental purpose: enabling clients to unlock opportunities that drive organisational transformation and growth. We achieve this through several key strategies which include: Comprehensive Insights; Cutting-Edge Tech; Tailored Solutions; Continuous Innovation; Knowledge Sharing; Collaborative Partnership—



AKSHAY UPADHYE
Co-Founder & COO
Spendkey India Private Ltd.

and Measurable Impact. Overall, our role as a leader in the field of data analytics is to empower clients with the tools, insights, and support they need to unlock opportunities, drive transformation, and achieve sustainable growth in their organisations.

What strengths do you bring to the table while engaging new clients for fresh business for your company?

Spendkey was co-founded by myself along with my three ex-colleagues, who cumulatively have

How customers have benefitted from Spendkey

- 75% reduction in manual effort by automating budgeting and forecasting
- Identified \$1M savings from rebates on contract manufacturing
- Enabled \$400K savings from consolidation of office productivity tools
- Extracted contract metadata to highlight that with just sample 1% of active contracts, the annual cost of service goes up by \$100K due to auto-renewals terms

over 100 years of experience in technology, management, and transformation consulting. In our leadership roles before Spendkey, we have been instrumental in helping organisations in their business transformation and growth initiatives across diverse industries. To deliver tangible business value, our starting point was always to look for data and establish the “as is” baseline. Once we had set the baseline, we developed and delivered a data-backed business strategy. This experience makes us look at each Spendkey customer holistically and deliver tailored solutions aligning with their business goals or challenges. In addition, we also have a strong acumen in AI and data analytics technologies, and we leverage these disruptive technologies to enhance our Spendkey platform continuously. By leveraging our platform's capabilities and consulting experience, our clients gain the knowledge and solutions to optimise their operations, streamline procurement, and make informed, strategic decisions that drive their financial success.

How do you leverage this expertise to provide solutions to your clients to make wiser data-driven decisions to take control of their finances, save money and yet achieve their goals?

With our experience in data analytics and AI technologies, we have automated the time-consuming and laborious manual process, including data consolidation, cleaning, enrichment and classification. Spendkey combines data and market intelligence, and its powerful BI capabilities provide granular insights into business and spend insights. Spendkey's opportunity wizard module helps businesses discover hidden savings opportunities and provides recommendations on their actions to deliver measurable financial benefits. These insights have helped our customers improve their savings within days, optimise supplier landscape, reduce risk, and define accurate budgets and forecasts, which ultimately results in improving their bottom line. ■

Designer Teas: A Magnificent Obsession

Dr Rupali Ambegaonkar, CEO, Tea Culture Of The World shares how ethical sourcing and sustainability practices continue to contribute to the brand's integrity

What made your love for a Chinese tea inspire you to quit a medical career for establishing and promoting a unique tea brand in India?

My personal obsession was born out of a deep appreciation for the rich history, culture, and artistry surrounding tea. While practising medicine was fulfilling in its own right, my passion for tea led me to embark on a journey to explore and understand the world of tea more deeply. This transition was not an easy decision, but it was driven by my desire to share the beauty and intricacies of tea culture with a wider audience in India.

What were the challenges during the research and training to enter this arena?

The challenges I faced were multifaceted. Breaking into the tea industry as a newcomer was challenging. The industry has its own complex supply chain, and gaining the trust

of suppliers, understanding sourcing, and mastering the nuances of tea processing took time and dedication. Then the diverse varieties of tea— each came with its own unique flavour profile and brewing techniques. I had extensive training in India and abroad for proficiency in the art of tea making and appreciation.

Establishing Tea Culture Of The World as a private company required navigating the competitive landscape in India. To stand out, we had to emphasize the value of authenticity, quality, and the educational aspect of tea. We aimed to offer a curated selection of teas from around the world, chosen for their exceptional taste and cultural significance.

How did you fit into this competitive environment?

That India has a rich tradition of tea consumption, with an abundant supply of high-

quality teas, I was acutely aware of. However, my dream for Tea Culture Of The World was not just about offering tea; it was about redefining the way people perceive and experience tea.

Our vision centered on curating a collection of teas that went beyond mere taste, encompassing the cultural, historical, and artisanal aspects of tea from around the world. We sought to create a platform where tea enthusiasts could explore the diverse and intricate world of tea in a meaningful and educational way.

While India's tea culture is well-established, there was room for innovation and a more personalized, immersive tea experience. By introducing unique blends, educating our customers about the nuanced flavors and traditions associated with each tea, and emphasizing ethical sourcing and sustainability, we were able to carve out a niche for Tea Culture Of The World in this competitive landscape.

In essence, our dream was not just about fitting into the existing tea culture but enriching it with a new perspective. This dream has been the driving force behind our journey from a proprietary concern to a private company.

What were the factors which kept the spark burning to make an indelible mark on this very competitive space?

Our unwavering commitment to quality, education, and innovation. We focused on continuously expanding our tea portfolio, offering unique blends and flavours to cater to evolving tastes.

What made you acquire the certification of a tea sommelier?

Acquiring the certification of a tea sommelier was a pivotal moment in my journey. It allowed me to deepen my knowledge of tea, refine my palate, and understand the finer nuances of tea appreciation. This certification added credibility to my expertise and helped me connect more effectively with our customers, who appreciate our commitment to the art and science of tea. ■



“ My dream for Tea Culture Of The World was not just about offering tea; it was about redefining the way people perceive and experience tea

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