

40 UNDER FORTY

India's Hottest Young Business Leaders 2017

The Economic Times & Spencer Stuart present the definitive listing of India Inc's future leaders



DIBEYENDU GANGULY

The Economic Times annual 40 Under Forty listing provides an interesting reflection of the changes that have occurred in the Indian economy over the past five years. The rise of the startups and the expansion of professional services has been accompanied by a focus on young leadership. Careers are zooming, with corporates taking early bets on their young stars. In Indian busi-

WHEN IT COMES TO SELECTING THE BEST FROM THE NEW BREED OF YOUNG LEADERS, THE JURY HAD A PROBLEM OF PLENTY

ness houses, the new gen is not only taking charge sooner than before, it is also leading diversification into exciting new fields.

Legal services, consulting services and financial services continue to provide great opportunities to young professionals.

Consulting firm SpencerStuart, which scans the environment and prepares the long list for our jury, has absolutely no trouble coming up with high grade candidates. When it comes to selecting the best from the new breed of young leaders, the jury had a problem of plenty.

Without doubt, picking the list of 40 was challenging. The youngest winner in the list

this year is 28 years old, while the oldest is just under 40. The list includes lawyers, consultants and financial advisors. The new generation from promoter families find place next to startup entrepreneurs. There are executives from multinational corporations as well as home grown companies. This year there are seven women in the list, the highest number ever.

One thing they all have in common is that they are achievers. When we asked this year's winners what success to them is, they said it's a continuum, a journey with many milestones along the way. We can expect to be hearing a lot more about these individuals in the years to come.

dibeyendu.ganguly@timsgroup.com

THE JURY THAT PICKED THIS YEAR'S LIST



Harsh Goenka



D Shivakumar



Shikha Sharma



Vani Kola



Janmejaya Sinha



Naveen Tiwari



Roopa Kudva

ROSHNI NADAR MALHOTRA, 35

Executive Director & CEO, HCL Corporation; Trustee, Shiv Nadar Foundation
Education: MBA, Kellogg Graduate School of Management
Previous jobs: Sky News UK

Success to me is: a continuous journey, hopefully with some achievements and many learnings along the way

My big achievement: The VidyaGyan Leadership Academy and the transformation of our students

What I want to achieve in the next 10 years: the Shiv Nadar Foundation has started its journey on an extremely ambitious note and I hope to see it consolidate, grow and expand in the next decade

THE BEST ADVICE I EVER GOT: TO SURROUND ONESELF WITH DIVERSE PEOPLE WITH UNIQUE SKILL SETS, DIFFERENT FROM MY OWN. TO WORK TOGETHER AND CONSTANTLY LEARN FROM THOSE PEOPLE



ABHIMANYU MUNJAL, 33

Joint Managing Director and CEO, Hero FinCorp
Education: University of Warwick, UK
Previous Jobs: Rockman Industries, Citibank, ABN Amro

Success to me is: an addiction. Its pursuit drives me and my team every day

My big achievement: Successfully diversified from the core business of Hero Group and built a billion dollar financial services company in 4 years

What I want to achieve in the next 10 years: develop Hero FinCorp into a sustainable company known for serving the man-on-the street. On the personal front, I'd like to be more involved in fostering entrepreneurship in India

THE BEST ADVICE I EVER GOT: MY GRANDFATHER BML MUNJAL SAID TO ME "HAULEY CHAL," WHICH MEANS, GO SLOW, STEP BY STEP



SHAUNAK AMIN, 38
Managing Director, Alembic Pharmaceuticals
Education: University of Massachusetts, Amherst
Success to me is: The success of my team and seeing them live their dreams
My big achievement: The acquisition of gynecology and cardiology business from a major pharma giant in 2007
What I want to achieve in the next 10 years: focus on our mission of improving healthcare with innovation, commitment and trust



ANJALI PANDEY, 38
Vice President, Cummins Components India Business
Education: BE, Pune University and MBA, Kelley School of Business, Indiana University
Success to me is: Being the catalyst that generates innovative solutions to complex problems
What I want to achieve in the next 10 years: Continue to work on myself and through my beliefs, behaviours and actions reach out and help improve the lives of people such that they reach their fullest potential
BEST ADVICE I EVER GOT: "THE MOST DIFFICULT THING IS THE DECISION TO ACT, THE REST IS MERE TENACITY" SAID AMELIA EARHART



ALI HARRIS, 40
VP Marketing, Britannia
Education: MBA, Aligarh Muslim University
Success to me is: to be in a position to lead by example and impact people around me positively
My big achievement: my journey from being an MT to a VP in Britannia
What I want to achieve in the next 10 years: play an instrumental role in nurturing young professionals
BEST ADVICE I EVER GOT: DON'T LOOK WHERE YOU FELL, LOOK WHERE YOU SLIPPED



MOHIT MALHOTRA, 39
Managing Director and CEO, Godrej Properties
Education: MBA, IIM Kolkata
Previous Jobs: Brahma Real Estate, Redevco, Unitech, AT Kearney, Unilever
Success to me is: A moving target. You constantly strive to do better than what you did last
My big achievement: Instrumental in making Godrej Properties the largest listed developer by sales
What I want to achieve in the next 10 years: Grow Godrej Properties to be the largest real estate company in the country
BEST ADVICE I EVER GOT: FOLLOW YOUR HEART. DON'T BE OVERLY CONCERNED WITH OTHER PEOPLE'S EXPECTATIONS AND STANDARDS. FOCUS ON WHAT'S IMPORTANT TO YOU. DO WHAT YOU THINK IS RIGHT AND YOU'LL BE HAPPY

ADHIL SHETTY, 37
CEO, BankBazaar
Education: Master in International Relations, Columbia University
Previous Jobs: Deloitte Touche Tomahatsu's US East Alliance, Cisco Systems
Success to me is: having a brilliant team standing with you, supporting you at every step to make your goals a reality
My big achievement: working with Team BankBazaar to build from scratch the world's first multi-brand paper-less financial marketplace
What I want to achieve in the next 10 years: to take the personal finance industry completely paperless
BEST ADVICE I EVER GOT: ALWAYS PLACE YOUR CUSTOMER FIRST IN THE PICTURE



KAUSHIK SEN, 40
CEO & Co-Founder, Wellspring Healthcare
Education: MBA, Harvard Business School
Previous Jobs: Bain & Co.
Success to me is: Looking at the world in a new way, and finding a solution to something no-one had solved before
My Big Achievement: We have brought patient rights and needs to the forefront of Indian healthcare, and brought a consumer-focused view back to healthcare at the primary care level
What I want to achieve in the next 10 years: be the driver of sustainable, trusted primary healthcare and managed care systems, where patients are safeguarded, doctors are valued and systems, processes and health outcomes are world-class
BEST ADVICE I EVER GOT: BECOME AN ENTREPRENEUR ONLY IF YOU'RE REALLY PASSIONATE ABOUT WHAT YOU'RE TRYING TO DO

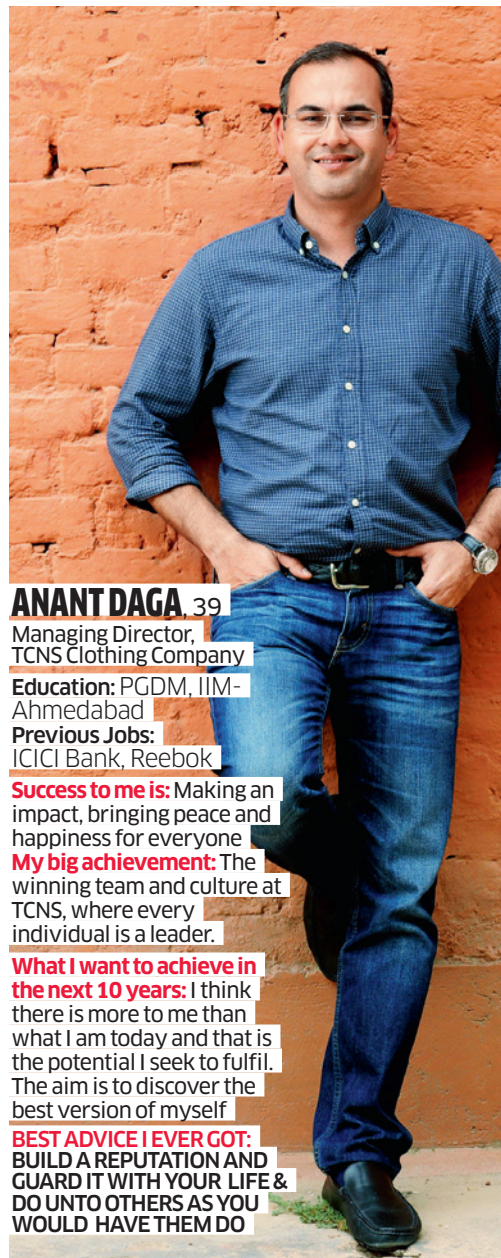


DEEPAK JAIN, 35
Partner, Bain & Company
Education: IIM Ahmedabad, IIT Delhi
Previous Jobs: Internships at Morgan Stanley, HUL and ITC
Success to me is: To enjoy thoroughly what I am doing and learn new things every day
My big achievement: Accomplishing excellence consistently in my educational, professional and personal life over the years
What I want to achieve in the next 10 years: broaden the scope of my efforts to make a bigger impact on society
BEST ADVICE I EVER GOT: GIVE YOUR 100% TO WHATEVER YOU ARE PURSUING, WITHOUT BOTHERING ABOUT THE OUTCOMES

NAMITA THAPAR, 39
Executive Director, Emcure Pharmaceuticals
Education: Chartered Accountant; MBA, The Fuqua School of Business, Duke University
Previous Jobs: Guidant Corporation, USA
Success to me is: Peace of mind and work life balance
My big achievement: infusing younger leadership into Emcure. Launching Young Entrepreneurs Academy (US franchise) in 4 cities across India, which empowers 11-18 year olds to think about entrepreneurship
What I want to achieve in the next 10 years: Keep growing professionally and give more time and money to philanthropy
BEST ADVICE I EVER GOT: THERE IS NO SUBSTITUTE TO HARD WORK



GAUTAM RAVI NARAYAN, 37
Partner, Apax Partners India
Education: MBA, IIM Ahmedabad
Previous Jobs: Macquarie, Kotak Investment Bank
Success to me is: Making the best out of any given situation
My big achievement: Facilitating the flow of capital to have a transformative impact on companies and non-profits that Apax has been involved with in India
What I want to achieve in the next 10 years: Play an active role in issues I care about, such as environment, animal welfare
BEST ADVICE I EVER GOT: THE LESSER ONE TRIES TO DIRECT OR CONTROL, THE MORE ONE ACHIEVES



ANANT DAGA, 39
Managing Director, TCNS Clothing Company
Education: PGDM, IIM-Ahmedabad
Previous Jobs: ICICI Bank, Reebok
Success to me is: Making an impact, bringing peace and happiness for everyone
My big achievement: The winning team and culture at TCNS, where every individual is a leader.
What I want to achieve in the next 10 years: I think there is more to me than what I am today and that is the potential I seek to fulfil. The aim is to discover the best version of myself
BEST ADVICE I EVER GOT: BUILD A REPUTATION AND GUARD IT WITH YOUR LIFE & DO UNTO OTHERS AS YOU WOULD HAVE THEM DO



VIREN RASQUINHA, 36
CEO, Olympic Gold Quest
Education: PGP, ISB Hyderabad
Previous Jobs: Former Indian Hockey Captain and Olympian in Athens 2004
Success to me is: Being able to sleep peacefully every single night knowing that I gave it my all
My big achievement: Paving a pathway for many to tre at sports as a career
What I want to achieve in the next 10 years: Help India come in the top ten nations in the world by the 2028 Olympics. That means we need to win at least ten Olympic gold medals. Millions of kids across the country will then have so many positive role models to look up to



ATUL SATIJA, 39
Founder & CEO, The/Nudge Foundation
Education: MBA, Indian School of Business
Previous Jobs: InMobi, Adobe, Samsung, Infosys, Sanmar
Success to me is: Discovering where you find deepest meaning, and gathering the means and courage to spend your life doing that
My big achievement: Retiring from corporate life within my 30s, and starting an entrepreneurial journey in the nonprofit sector
What I want to achieve in the next 10 years: pull 1M people sustainably out of poverty



SUMIT DHANGRA, 37
Chief Operating Officer, Arvind Lifestyle Brands
Education: PGDM, IIM Lucknow
Previous Jobs: Aditya Birla Fashion and Retail, Benetton India
Success to me is: Being happy
My big achievement: Turning around Nautica business in India and the incredible launch of Aéropostale
What I want to achieve in the next 10 years: Bring more smiles on the faces of people around me
BEST ADVICE I EVER GOT: WORK HARD AND BE NICE TO PEOPLE



JITENDRA GUPTA, 35
Managing Director, PayU
Education: Chartered Accountant
Previous Jobs: ICICI Bank
Success to me is: each milestone which makes me happy and keeps me going further, no matter how big or small it is
My big achievement: Founded Citrus Pay, a known fintech company, without having a technology background. Brought many innovations in online payments and at the end, delivered handsome returns to all shareholders
What I want to achieve in the next 10 years: Professionally, I want to deliver products to consumers which are simple, create delight and solve real problems. Personally, I want to gain at least 3-4 new experiences every year, in travel or adventure sports
BEST ADVICE I EVER GOT: FOCUS MORE ON YOUR STRENGTHS AND HIRE SMART PEOPLE TO "L.P." COVER YOUR BLIND SPOTS



PIYUSH SHAH, 38

Chief Product Officer, InMobi
Education: MBA, Indian School of Business
Previous Jobs: Co-founder, LearningSpiral.com, Citigroup, Deutsche Bank
Success to me is: The ability to get extraordinary outcomes from ordinary individuals by inspiring them to think big and never give up
My big achievement: Played a significant role in building out InMobi's company vision, product strategy, people philosophy and most importantly, execution mindset
What I want to achieve in the next 10 years: Short term, establish InMobi as a world class product company and amongst the top five mobile advertising & marketing players globally. Mid-long term - inspire, mentor and catalyse thousands of entrepreneurs to build successful global ventures out of India



REEBA CHACKO, 39

Partner, Cyril Amarchand Mangaldas (CAM)
Education: B.A., LL.B (Hons), National Law School of India University (Bangalore), LL.M. London School of Economics and Political Sciences
Success to me is: Making a real difference to as many around you as possible
My big achievement: Striking the balance between my many roles in life; the trust that I enjoy and cherish, from the various stakeholders in my life; the professional roles that CAM has given me each time
What I want to achieve in the next 10 years: Find more time to give back to society
BEST ADVICE I EVER GOT: TO STAND UP FOR WHAT YOU BELIEVE IN AND EXPRESS YOUR TRUE OPINION WITHOUT FEAR OR FAVOUR



ANANT GOENKA, 30

Executive Director, Indian Express Group
Education: Masters in Print Journalism from Annenberg School for Journalism, University of Southern California
Previous Jobs: Spenta Multimedia & Bloomberg, UK
Success to me is: Identifying challenging milestones and then enjoying the journey there
My big achievement: Implementing the lessons I learned from my father at an early age in hiring and retaining the right talent and giving them something to work for outside of just their paychecks
What I want to achieve in the next 10 years: Expanding the reach of Ramnath Goenka's legacy of fearless and credible journalism globally, through technology as a key enabler

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KARAN BHAGAT, 39

Founder, MD & CEO, IIFL Investment Managers
Education: MBA, IIM-Bangalore
Previous Jobs: Kotak Mahindra Wealth Management
Success to me is: Breaking down complex problems into simple bits and solving them effectively
My big achievement: Believing in myself and taking the plunge at a time when my career was rock solid and steady
What I want to achieve in the next 10 years: Continue working with the same fire and hopefully surprise myself yet again
BEST ADVICE I EVER GOT: DON'T WAIT FOR THE GLOBAL SITUATION TO IMPROVE BUT TREAD THE CHOSEN PATH WITH VIGOUR AND REMAIN PATIENT ABOUT THE MILESTONES SET



SALIL MURTHY, 39

Country Head, General Mills India
Education: IIM Calcutta
Previous Jobs: Procter & Gamble
Success to me is: Being able to do what I love every day while making a positive difference to the lives of the people around me
My big achievement: Helping transform the strategy and organisation for General Mills in India
What I want to achieve in the next 10 years: Build a global organisation that values both doing good and doing well as a way of growth. Build the next cohort of leaders that can scale their impact on the world. Be a role model for my son and his generation.



KUNAL MUNDRA, 36

Managing Director, CEAT Specialty Tyres
Education: MBA, IIM Bangalore
Previous Jobs: Boston Consulting Group
Success to me is: Being able to balance, and achieve, both my personal as well as my professional goals
My big achievement: Successfully setting up CEAT Specialty Tyres as well as our first-ever, greenfield radial off-the-highway tyre plant
What I want to achieve in the next 10 years: constantly push myself out of my comfort zone so that I can keep learning and growing
BEST ADVICE I EVER GOT: LIFE IS A MARATHON, NOT A 100M SPRINT



MOHIT JAIN, 40

Managing Director, Indo Count Industries
Education: Bachelor of Science, Babson College, USA
Success to me is: Perseverance, what keeps you going even when the odds seem against you, because you believe in yourself and your ability to attain your goals
What I want to achieve in the next 10 years: I would want to live a life of balance
BEST ADVICE I EVER GOT: YOU MAY WANT TO WIN, BUT YOU CAN'T WIN ALL THE TIME. IT'S HOW YOU PERCEIVE YOUR LOSSES AND WHAT YOU LEARN FROM THEM THAT DECIDES HOW SUCCESSFUL YOU ARE



SHRADDHA SHARMA, 37

Founder and CEO, Yourstory
Education: MBA, Mudra Institute of Communications, Ahmedabad
Previous jobs: CNBC TV18, Times of India
Success to me is: Feeling peaceful and happy, because you were able to make a difference
My big achievement: Being able to run YourStory in a beautiful way, with strong ethics and high integrity, and with the same love and passion for the last nine years
What I want to achieve in the next 10 years: I want to be able to do what I have been doing, because the joy I have been deriving from it has been tremendous
BEST ADVICE I EVER GOT: LEARN TO HEAL YOURSELF, LEARN TO LOVE YOURSELF



KRISHNA KUMAR, 39

Founder & CEO, Simplilearn
Education: B.E, Electronics & Communication, NIT, Surathkal
Previous Jobs: Co-founder & COO at Tech-Unified, Infosys
Success to me is: At Infosys, drivers, office assistants, and secretaries were millionaires, thanks to the stock options. I am fascinated by the sheer impact a business or an individual's success can leave on the people around, their families and society at large
My big achievement: Leading thousands of professionals to believe in investing in themselves
What I want to achieve in the next 10 years: Talented kids are not able to achieve their potential due to poverty and lack of guidance. I would like to dedicate a good part of my life to make a difference here
BEST ADVICE I EVER GOT: DO THE RIGHT THING AND IT MUST BE SOMETHING YOU STRONGLY BELIEVE IN



AJINKYA FIRODIA, 37

Managing Director, Kinetic Engineering & Managing Director, MV Agusta India
Education: Bachelors in engineering and economics, Brown University, USA
Previous Jobs: J.P.Morgan (USA), Kinetic Motor Company
Success to me is: Realising your dreams through good work, innovation and with honesty and integrity
My big achievement: Re-entering the world of motorcycles through the launch of MV Agusta in India
What I want to achieve in the next 10 years: Make Motoroyale the most exciting place for enthusiasts, through international tie ups that will turn into a case study; maybe a book or a movie
BEST ADVICE I EVER GOT: STAY IN THE GAME BIGGER AND BETTER THINGS WILL HAPPEN, AS LONG AS YOU DO NOT GIVE UP

What the young leaders of India have in common

They are comfortable with ambiguity and not set on playing by the rules

ROHIT KALE & SAHIBA SINGH

As Study Partners for '40 under Forty', we understand that each young leader's journey is unique and many factors go into making them successful. Yet, as we concluded the fourth edition of the study identifying another generation of upcoming leaders, we were keen to explore what the winners had in common. We decided to start with the way they are built, utilizing the Individual Style Profile (ISP) - Spencer Stuart's proprietary tool designed to help map individual's personality, leadership style and preferences at the workplace. Our executive search and leadership advisory experience has shown us that leaders can be successful with various different styles, in different contexts. However, we were surprised to find some striking similarities among this group in terms of their natural styles and preferences despite coming from different industries and organizations. This is what we found: Young leaders are driven foremost by achieving results, followed by learning. These achievers are excited not only by opportunities to drive critical outcomes; but also the process of exploration and reinvention. This was echoed strongly in how they describes themselves too, with the characteristics of tenacity, resilience, ambition, hard work, and curiosity being most prevalent. They are courageous and find it easy to take charge. In profiling this group, we found a natural inclination towards assuming positions of power or influence, and ease with asserting themselves and standing by their convictions even under challenging circumstances. For many of them, their de-

cisiveness and willingness to step in and take charge has provided them with early leadership experiences that enable invaluable experiential learning for taking on bigger roles and challenges in the future. Relationships are important to them, but not everything. Young leaders generally value forming meaningful connections and relationships and are not likely to ignore the concerns of others in decision making. However, they do not see this as an end in itself and can act more independently when the situation requires. Young achievers are comfortable with ambiguity and not focused on playing by the rules. Comfort with navigating chaos and ambiguity is increasingly seen as a strength for leaders, in today's highly dynamic, complex and ever-changing business environment. This coupled with high learning orientation also facilitates innovation and disruptive thinking - an ask from many leaders today. Enjoyment and working towards a higher purpose are relatively less important to them. Most of leaders tend to focus on work over play. We also found that aligning their efforts to a larger, longer-term purpose appeals to a relatively smaller subset of the cohort. It would be interesting to see how this changes for the future generations, as our research shows that millennials emphasize and value these elements to a greater extent than the current crop of leaders. Young leaders are reflective, and derive energy from working to their strengths. When profiling the leaders, we found a fair amount of consistency when we compared what mattered to them, what they were seen to be best at, and how they saw themselves. Alignment in these aspects provides a sense of energy by allowing them to play to their natural strengths and also come across with

a strong sense of identity and authenticity. So what does this mean for companies who seek to engage, develop and groom these, and other similar young leaders for succession into even larger leadership roles? Young achievers are likely to seek out and enjoy working in results-focused, productive, and dynamic organizational environments. They are tuned to performing at their best when challenges and rewards are well-defined, but there is room for creativity and exploration around how to achieve results. To fully engage them, companies should reward high performance generously and provide many career opportunities. Additionally, work environments should foster innovation and risk-taking and provide white spaces for natural leadership to emerge. These leaders are naturally likely to find it easier to work on tasks or teams they have a good deal of control over. Enabling them to understand when more inter-dependent styles are desirable for goal achievement, and equipping them with skills to adopt such styles can help them become more well-rounded. Lastly, when the organization's strategy demands styles that are different from these individuals', providing support for driving greater alignment between the two can accelerate the success of both.



(Rohit Kale heads Spencer Stuart in India. Sahiba Singh is the Leadership Advisory Services Practice Leader also at Spencer Stuart)

YOUNG LEADERS ARE DRIVEN FOREMOST BY ACHIEVING RESULTS, FOLLOWED BY LEARNING



SUDARSHAN VENU, 28
Joint managing director, TVS Motor Company
Education: Masters in Technology Management, University of Warwick
Success to me is: Building value for all stakeholders with our people-centric approach that fosters excellence in products and customer service
My biggest achievement: Increasing our global footprint
What I want to achieve in the next ten years: Innovate, tap the best global talent and bring revolutionary practises that will help build on our tradition of trust, value and service
BEST ADVICE I EVER GOT: NURTURE TALENT - IT IS PEOPLE WHO WILL TAKE THE ORGANISATION TO THE NEXT LEVEL



ANESH REDDY, 32
Cofounder & CEO, Capillary Technologies
Education: B. Tech, IIT Kharagpur
Previous Jobs: ITC
Success to me is: To make a meaningful difference in the ecosystem you play in
My big achievement: Putting together a good team, scaling Capillary over the years and keeping it relevant as technology waves keep shifting
What I want to achieve in the next 10 years: Build Capillary into a market leading software product player across Asia
BEST ADVICE I EVER GOT: LIFE IS TOO SHORT TO DO SOMETHING YOU DON'T ENJOY. FOLLOW YOUR PASSION AND SUCCESS AND SATISFACTION WILL BE A SIDE OUTCOME



VISHAL GUPTA, 39, CEO, Sclero
Education: B. Tech, IIT Bombay
Previous Jobs: CEO, Herald Logic
Success to me is: Being able to affect the lives of many people in a meaningful way and a few people in a transformative way
Best advice I ever got: All problems of all enterprises are finally HR problems
My big achievement: Creating something out of nothing, 3,500 enterprise customers and over 2 billion pieces of IP protected, started as an academic project in IIT Bombay
What I want to achieve in the next 10 years: A bustling Indian product ecosystem for the whole world's problems



ZAHABIYA KHORAKIWALA, 34
Managing Director, Wockhardt Hospitals
Education: MBA, Indian School of Business
Success to me is: Making the most of opportunities
My big achievement: Successful commissioning of the "New Age Wockhardt Hospital" South Mumbai in 2014.
What I want to achieve in the next 10 years: To set global clinical benchmarks in quality and contemporary treatments in the tertiary and quaternary care space
BEST ADVICE I EVER GOT: FROM MY FATHER I LEARNT "THE POWER OF CALM," HOW TO MAINTAIN GRACE UNDER PRESSURE, OVERCOME CHALLENGES, LEARN FROM SETBACKS AND FOCUS ON GOALS



KAVITHA IYER RODRIGUES, 39
CEO, Zumutor
Education: MS-Clinical Microbiology, KMC, Manipal
Previous Jobs: Co-founder of Inbiopro Solutions, Biocon, Millipore, Avesthagen
Success to me is: the construct has been an amazing team, committed investors and a focused, hardworking approach
My big achievement: the trust bestowed on me to lead Zumutor into the next phase of growth
What I want to achieve in the next 10 years: to see Zumutor's success through a global strategic sale or IPO
THE BEST ADVICE I EVER GOT: AARON O'HEARN, CO-FOUNDER AND CEO OF STARTUP INSTITUTE SAID, "YOU WILL NEVER KNOW ENOUGH. YOU WILL ALWAYS BE FORCED TO MAKE A DECISION WITHOUT FULLY UNDERSTANDING WHAT IS COMING."



SURESH SUBUDHI, 38
Partner and Director, The Boston Consulting Group
Education: MBA, IIM-Ahmedabad
Previous Jobs: Accenture
Success to me is: Inspiring through impact. To drive a step change in present-day thinking across all areas of action, and in turn deliver disproportionate impact
My big achievement: Spearheaded talent acquisition at BCG India to fuel its phenomenal growth over the last many years
What I want to achieve in the next 10 years: Play an active role in shaping India's infrastructure landscape. Contribute to the development of my home state Odisha. Teach my kids a thing or two before they stop listening to me
BEST ADVICE I EVER GOT: BE YOUR OWN BENCHMARK. SURPRISE YOURSELF WITH WHAT YOU DO. DON'T LOOK FOR AFFIRMATION FROM THE WORLD



ASHWIN RAMNATHAN, 39
Senior Partner, AZB & Partners
Education: B.A. LL.B. (Hon), National Law School of India University
Previous Jobs: ICICI Bank
Success to me is: Achieving an objective without compromising on personal values and principles
My big achievement: Earning the respect and trust of my family, friends and colleagues
What I want to achieve in the next 10 years: Make a meaningful contribution in the field of public policy
BEST ADVICE I EVER GOT: THERE IS NO WRONG WAY TO DO SOMETHING THAT'S RIGHT, JUST AS THERE ISN'T A RIGHT WAY TO DO SOMETHING THAT'S WRONG



KETAN KAPOOR, 37
Co-founder and CEO, Mettl
Education: MBA, IIM Calcutta
Previous Jobs: isangol, Indepay Networks
Success to me is: When I can show meaning and provide satisfaction in the work of my employees and create a large impact in the world around me
My big achievement: Putting Mettl on the road to becoming one of the largest companies in the world in the space of talent assessment
What I want to achieve in the next 10 years: Get to a state when almost all businesses globally would think of Mettl as the first option to select the right people
BEST ADVICE I EVER GOT: HARD WORK BEATS TALENT WHEN TALENT DOESN'T WORK HARD



SHARVIL PATEL, 38
Joint Managing Director, Zydus Cadila
Education: Doctorate from the University of Underland, UK
Success to me is: Not an end in itself but a state of continuum, where you are moving from one destination to another other.
BEST ADVICE I EVER GOT: MY FATHER ADVISED ME THAT MANAGEMENT SKILLS AND WISDOM CAN ALWAYS BE HONED THROUGH EXPERIENCE, BUT IT IS TECHNICAL ACUMEN THAT IS CRITICAL FOR THE SUCCESS OF ANY PHARMACEUTICAL ENTERPRISE



SUNDARAM KRISHNAN, 39
Vice President, Unilever
Education: MBA, FMS, Delhi
Success to me is: About taking on challenges and converting them into opportunities
My big achievement: Transformative growth in every team that I have led. Building and inspiring a team of future leaders
What I want to achieve in the next 10 years: Make a real difference to India by inspiring a future generation of leaders to solve our real problems
BEST ADVICE I EVER GOT: SEEK CHALLENGING OPPORTUNITIES AND ROLES THAT TAKE YOU OUTSIDE YOUR COMFORT ZONE AND THEN DELIVERING THEM



AMARENDU SAHU, 35
Co-Founder, CEO at NestAway Technologies
Education: MBA, IIM-Bangalore; BTech, NIT-Surathkal
Previous Jobs: Co-Founder, Brizz TV; Cisco
Success to me is: finding respect for your work in the eyes of those you always longed for
My big achievement: Be home to over 7000 single women far from their homes through Nestaway
What I want to achieve in the next 10 years: Create a city of a million people on internet



GREG MORAN, 31
CEO & Co-Founder, ZoomCar
Education: Bachelors, International Relations, University of Pennsylvania
Previous Jobs: International Power, Fieldstone Private Capital Group
Success to me is: The ability to motivate and inspire large groups of people to work toward building a dynamic vision of the future against odds
My big achievement: Raising seed money and subsequently launching Zoomcar in the face of extremely challenging regulatory circumstances
What I want to achieve in the next 10 years: I would like to disrupt at least one other major industry outside of urban mobility. The global agricultural system needs a dramatic reboot
BEST ADVICE I EVER GOT: IT'S CRITICAL FOR ANY STARTUP CEO TO ENSURE HIS TEAM IS COMMITTED TO THE COMPANY'S MISSION



ADITYA PAREKH, 40
Co-Founder and Managing Director, Faering Capital
Education: MBA from The Wharton School
Previous Jobs: DSP Merrill Lynch
Success to me: A journey, not a destination - a continuous process of exploring, expanding and evolving
BEST ADVICE I EVER GOT: TRY AND LIVE IN THE MOMENT AND BE JOYFUL BY TAKING CHARGE OF YOUR MIND



GAURAV AHUJA, 38
Managing Director, Chryscapital Advisors
Education: MBA, INSEAD
Previous Jobs: Lazard Freres (San Francisco), Merrill Lynch (NewYork)
Success to me is: Being a better version of myself everyday and knowing that I've given it my best
My big achievement: Investing in IT Services, now one of Chryscapital's largest and most profitable sectors
What I want to achieve in the next 10 years: Continue to learn / grow and focus more on my health and family
THE BEST ADVICE I EVER GOT: LUCK IS THE MEETING OF PREPARATION AND OPPORTUNITY - SO ALWAYS BE PREPARED