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WHO WE ARE

Great Manager Institute™

With a vision to create a world where every individual gets the opportunity to work with *Great People Manager™s*, GMI is on a mission to Redefine People Management.

People join great organizations but leave bad managers. There needs to be a stronger focus on the development of potential and current people managers, as they are responsible for building and sustaining great workplace culture.

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CP Gurnani, MD of Tech Mahindra, talking about the changing future of people management, at the Great People Manager Awards 2019

FUTURE OF PEOPLE MANAGEMENT

Great Manager Institute is on a journey to redefine people management. And this special issue talks about the new definition that will shape our future. After all, data has shown that business performance is directly proportional to people management efficiency, in a large number of situations that were analyzed by us.

In the next few pages, you will find few glimpses of the Great People Manager Awards 2019, a result of India's largest study on people managers, the Great People Manager Study. You will see quotes, interviews and profiles of selected leaders and companies, including partners of Great Manager Institute, that help us understand more about how this world is changing. You will know more about how technology has helped create a new currency of people management and how net worth in people relationships is a better measure of success than your net worth in money or power.

This year too, Great Manager Institute has partnered with leading academia and industry bodies to evaluate thousands of companies, in its quest to find India's Greatest People Managers. IIT Bombay, through its Entrepreneurship Cell that conducts Asia's largest business model competition Eureka!, is one of the esteemed partners. By being able to quantify people management, using science and data, we are trying to create a new definition across academia, corporate and governments.

Also, Great Manager Institute has a product called Great Manager Certification platform, which acts as lifetime coach and profiler for people managers, using Artificially Intelligent Coach supported by an empanelled community of human coaches. This platform understands the importance of people management style and focuses on the power of style evolution more than skill learning, thus leading to sustainable behavioral changes.

We believe that soon enough, recruiters will ask for a people management profile from every candidate applying for a managerial role. Appraisals will be incomplete without a quantified scorecard around people manager effectiveness. And, career success will be defined in terms of people management. Salaries will be benchmarked differently and will include "style of management" besides academics and experience. Technology and scientific frameworks such as "Connect, Develop, Inspire@", will help usher us into this new era where people management style will be more important than any domain skills.

The question is, are we ready?



Authored by:
Neelima Gulavani,
Business Head, Great Manager Institute



WHO IS A GREAT PEOPLE MANAGER?

Dr. Ankita Singh receiving an award from Kumkum Nongrum, Mentor at Great Manager Institute

At CIGNEX, we not only encourage managers to appreciate their team members but also peers, cross-functional teams and juniors. "WeAppreciate" is one of such initiatives where a team member can get appreciation from anybody in the organization.

Being a winner is what comes naturally to this celebrated HR leader. Hence, it's no wonder that Dr. Ankita Singh, Vice President and Global Head of HR at CIGNEX Datamatics, has been recognized as one of the top 100 Great People Managers in India and was honoured at the Great People Manager Awards 2019.

She has helped CIGNEX become a great place to work and the employer brand of choice for the most talented. We interview her here with an aim to dissect into her practices and experience as a great people manager. Here are excerpts:

Do you think people management is critical to business success? Have you seen this in your experience at CIGNEX?

Certainly! CIGNEX is a business focused but people centric organization. Our people are our most important asset. They ultimately determine the success or failure of business. As Simon Sinek rightly said, "Customers will never love a company until the

employees love it first." We focus on providing a nurturing yet fun filled environment for our employees. We choose our resources wisely, and enable them to be successful; we win through them. Our ESAT score (4.5/5 on 5) shows how engaged our employees are. I truly believe that time invested in people is never wasted!

Many of your people practices are centred on Trust. We believe you have built a great culture driven by trust and transparency. Would you like to share any of your people practices?

When we talk about building an organization's culture around purpose & people, it's hard to imagine anything that's more critical than trust. Transparency to me is key to building trust.

In our company, we have monthly open house in our Hrconnect meet where anonymous suggestions provided by employees are read. We ensure that there is no filter applied and all suggestions are read. Anything that is bothering employees, even if it is about senior management, is taken up and addressed. We have many open forums outside office where we informally meet our team members and encourage them to discuss all their issues openly with full transparency and trust that everything will be sorted out and will remain within the team. It is all about sharing "WHY", not only "WHAT".

Appreciation is a common practice that we have seen being implemented by most of the "good" managers that we evaluated. But "good" becomes "great" when there is a plan of appreciation and celebration for all categories of contributors, including the seemingly less important ones. Do you agree?

Absolutely! A team member who feels appreciated and valued will always do more than what is expected. My team surprises me everyday with their innovative, proactive and solution based approach. And when achievements are seen daily, why wait for a day to appreciate the team. Big or small, we appreciate, reward and recognize members as and when needed. It's a daily event that we love celebrating.

Your team members appreciate you a lot because they feel that they have grown themselves along with the company. We have noticed that great people managers focus a lot on the career development of their team members. Would you like to comment in the context of CIGNEX Datamatics?

Opportunities don't happen; you create them! For managers, creating opportunities for the team members is equally important to see the team grow personally and professionally.

I have a great team and they are all experts in their respective functions. I have grown just because of my team. Career-wise, all of us have grown exponentially along with the company. The average tenure of my team member is 6+ years and I will be completing 14 years with this group of companies. Not a single person has resigned and left my team in the last 5 years.



Kaushik Talukdar
Founder & CEO, Athlete Institute

HEALTH AND FITNESS HAS A NEW MEANING

Athlete Institute was a presenting partner of Great People Manager Awards 2019 supported by Forbes India (Marquee). This institute has a natural synergy with the Currency of People Management, as seen through this interview with Kaushik Talukdar, founder and CEO. Wellness is critical to achieve success as a great people manager.

Here are excerpts of his interview with the Great Manager Institute...

What has been your intent behind the concept of Athlete Institute (AI)?

The intent behind AI is connected with my journey in seeking knowledge in exercise and sports science, after my competitive career in cricket was over at a very early age. I was selected as a Ranji Trophy probable for Assam but was not able to prepare my body for the demands of fast bowling. That's when I decided to understand the role of applied anatomy, physiology, biomechanics, psychology and biochemistry in sports and exercise in general.

In 2006, when I was 21, I moved to New Zealand, to pursue sports science, as educational facilities in India were limited. I intended to build evidence led sports and exercise science resources. Over the last 12 years in NZ, I worked as a sports and exercise science consultant to some of the top sporting organizations, helping athletes compete at Commonwealth Games, Cricket World Cup and other World Championships. I also got involved as a lecturer and researcher in some of the top NZ universities and published my first book "Sports Fit: Bridging the gap between research and practice" in 2018. These experiences led to a clear intent for AI in providing an unbiased, evidence led resource in exercise and sports science to athletes and people in general, including employees. Together with my dear friend Rohaan Mohanty, Co-founder AI, we made this concept a reality.

What makes this endeavour different from similar services in the market? On an additional note, we really appreciate your core value of Care.

I believe what sets us apart is that we provide customised information in health and fitness that is holistic in nature, based on evidence, individual requirements and competency. Besides, we perceive ourselves as educators in this field. Our coaches are highly experienced and qualified. And yes, Care drives our system and programs.

How successful have you been with this service in New Zealand?

Our system has been acknowledged by many organizations and individuals in New Zealand. In recent times we have been able to help many young athletes transition to the elite level in their respective sports. Currently, we provide sports science support to one of the biggest football clubs in New Zealand and have been successfully able to contribute towards their wins this season. More information on our clients and their feedback is provided on our website www.athlete.institute.

What are your plans for India?

There is currently a lot of information in India, but much of that does not meet scientific scrutiny and is based on individual bias. Few areas that we would like to contribute are: enhance performance of elite Indian athlete while reducing their injury chances; provide better information to all to tackle obesity, diabeters, cardiac ailments and depression; work with schools and universities to create a new sustainable movement culture; and provide high-quality education to fitness coaches, sports coaches, physical therapists, physical education teachers and strength and conditioning coaches.

Ok. So, AI's model uses data, statistics and removes individual bias while improving employability of individual coaches. Which sectors do you see AI leading in the future?

We see AI as one of the leading health and fitness educators and providers within sports, schools and corporate sectors globally in the next 5 years.

I also got involved as a lecturer and researcher in some of the top NZ universities and published my first book "Sports Fit: Bridging the gap between research and practice" in 2018.



Rahul Leekha,
Director, Coffee By Di Bella

PASSION IS THE FOUNDATION OF A LEGACY

By Di Bella's impressive growth in the past three years can be attributed to the ingenuity and emphasis placed on R&D while applying the very best of techniques to high-quality innovative products. The proof of the pudding is that every outlet has loyal patronage that appreciates affordable luxury.

Mr Leekha perceived the potential of the market as the coffee landscape was brewing in India several years ago and bridged the connection between the promoter's vision and the ground realities. Confident that he could fill the gap in the Indian coffee scenario and fueled by a sustainable 'one city- one market' business model, today, Coffee By Di Bella is one of the only profitable coffee brands in the country.

"If you are not happy at home you will never be happy at work and if you are not happy at work your customers will never be happy at your cafés." These words by Mr Leekha define the underlying philosophy of great people management at Coffee By Di Bella.

Legacy is built on innovative market disruption

In order to achieve his goal of making Coffee By Di Bella the best coffee destination in the country, Mr. Leekha travels extensively to source quality coffee from around the world. He knows innovative research is what keeps a brand ahead of the trends. Hence, he regularly experiments with unorthodox and cutting edge ideas such as the viral 'FreakShakes'. The huge success of this idea led by Coffee Di Bella, compelled other brands to step up their game. Ever the market disruptors, Coffee By Di Bella is often imitated but never matched.

As a brand with its roots firmly in the renowned Australian cafe culture, Mr. Leekha found a way to infuse the feel-good food, waffles, into the menu. The new venture, Waffles By Di Bella, is the brainchild of Mr. Leekha wherein patrons can enjoy the ultimate experience in-store as well as in the comfort of their homes. The delivery-only venture will double its footprint and will be made accessible to upto 75 zip codes by the end of this year. Along with the exclusive cafés, Coffee By Di Bella also serves a blend called the 'Sydney blend'. This blend is being served through a 'Specialty Coffee Menu' which includes new additions like the cold brews, aero press, French press, and pour-overs to name a few.

Legacy is built by focusing on People

"If you are not happy at home you will never be happy at work and if you are not happy at work your customers will never be happy at your cafés." These words by Mr Leekha define the underlying philosophy of great people management at Coffee By Di Bella. Every member in the Di Bella family is provided with a work-life balance and ample opportunities to grow holistically. It is a combination of all these factors that results in the ultimate coffee experience that the brand is renowned for.

Leadership encompasses compassion and an ability to perceive situations from a multiplicity of perspectives. The fact that the cafe industry is people-oriented both within and outside the business is well understood by Mr Leekha and is what makes him a Great Leader, and Coffee By Di Bella a force to be reckoned with.

Rahul Leekha, Director of Coffee By Di Bella, joined the ranks of the premium coffee brands in India when he met Philip Di Bella, Founder of Coffee By Di Bella. Having a lot in common with the coffee connoisseur, from the love of the brew to the utmost dedication and commitment to customer satisfaction and centricity, Mr Leekha took a huge leap into the business and hit the ground running. Under his leadership, Coffee By Di Bella now has 25 profitable outlets in India, with a steady year on year growth, targeting 150 stores pan India within the next 3 years.

Legacy is built by knowing your customer

The combination of Mr Di Bella and Mr Leekha, an entrepreneur with the experience of launching two ventures in India, was a powerful one. Coffee

QUOTES FROM GREAT PEOPLE MANAGERS

"Style is the new Skill." Great Manager Institute says this in the context of the currency of people management, believing that focusing on people management style is probably the most important trait a leader should have.

Similarly, at the Great People Manager Awards, the top 100 great people managers, representatives of companies with great people managers, and other leaders and influencers, spoke about their views on people management, and we cover some of the selected quotes here. These quotes give us a glimpse in the minds of these unique leaders and help us understand greatness in people management.



Leaders at the Great People Manager Awards 2019

"The biggest difference that great people managers make is in the area of Coaching."

– **Manoj Madhusudanan, dunnhumby**

"The only currency we actually control and manage is People Currency. The way we look at Rupee vs. Dollar, the valuation of this currency also changes. And it changes based not only on the Vitamin R of Relationships, but also the Vitamin S of Skilling."

– **C P Gurnani, Tech Mahindra**

"When you eat popcorn, the kernel of one is never similar to the other one. Also, you never eat one, you always eat a bunch. So we all are different, and it's about inclusivity and team work. This is our philosophy."

– **Ashima Roona, Cinepolis India**

"The 5.0 is around the corner and it is about Values in the system. It's in a way going back to basics."

– **Sanjay Mehta, Investor, Advisor & Transformation Agent**



"People have moved from what we used to call employee engagement to employee experience. We are now moving from employee experience to something called Human Experience."

– **Harshvendra Soin, Tech Mahindra**

"Lead the way you want to be led."

– **Satish Sundaresan, Elektrobot India**

"What makes an organization are its principles and the people in it. You need great people and great guidelines on which the people can function to make a great organization."

– **Arun M Vijayan, Beroe Consulting**

"I hire not only to teach, but also to learn. Always hire people better than you, and do not be afraid in doing so."

– **Shuchi Nijhawan, Eka Software Solutions**

"The person who drops you to work or serves you coffee while you are talking to customers is as important as any manager and needs to have the right level of access to communicate."

– **Prasad Guntupalli, Attra**

"Among the jobs that are definitely going to be there in the future, People Manager is amongst the top."

– **Dalreen Patrao, Great Manager Institute**

"When you want your passion to lead the way, practices fall into place."

– **Shubha Goel, The Akshay Patra Foundation**

"Stand for each other and continuously innovate to build a culture of greatness in people management."

– **Mustufa Batterywala, Impetus Infotech**



Joyanto Mukherjee

CHALLENGING THE MAINSTREAM, IMPACTING THE FUTURE

A mass media graduate and University of Westminster Masters in International Relations, JM (as he is popularly known to the world) has been a specialist in the Education and Media sector. At the tender age of 25, he led a popular mass media school of Mumbai, as a Director, for 5 years and then went on to lead a popular business school as a Dean for 2 years. He then donned the entrepreneurial hat and initiated the country's first academic auditing firm. He was also the co-founder of a popular BTL agency. Having seen his fair share of ups and downs, successful clients and failed contracts, his companies saw some inspiring revenue. But an unfortunate health breakdown (near fatal) led to him closing down his businesses and concentrating on recuperation.

Great Manager Institute thanked him at the Great People Manager Awards 2019, referring to him as the man who postponed his surgery to be there and support great people managers, thus demonstrating his own greatness in people relationships. With some headway in the recovery, he now plans to challenge the 'status quo' and organize the biggest B2B educational conclave the continent has ever seen.

Aptly coined 'EDUPOLIS 2019', the conclave aims to bring together stakeholders from across all platforms — educators from KG to PG; involved and concerned parents; the industry that ends up hiring the finished product; and of course the students, who need to be part of any such mainstream discussions.

JM is promising the advent of over 2000 delegates, over 150 speakers from 30+ countries, unique master-classes hosted by international personalities, continuous parallel workshops, leading Trustees and Management representatives, Principals, Deans, Vice Chancellors, Central and State Government representatives and leading names from the Industry. The challenge seems huge but it has been duly accepted by this 34 year old who is hoping to create a major difference in the way education is planned and executed in the future in our country.

Great Manager Institute (GMI) is proud to be supporting such a unique conclave, as the key to this whole event is 'People' and their strength in building relationships, something that is the core USP of GMI. We caught up with the man himself and asked him some direct and candid questions about his plans and the claims about the proposed event. Here are the excerpts:

Great Manager Institute (GMI) is proud to be supporting such a unique conclave, as the key to this whole event is 'People' and their strength in building relationships, something that is the core USP of GMI.

Where do you see this conclave fitting in the bigger picture of Education and Management? Don't you think you are already competing with the popular and well-attended conclaves by organizing this?

Firstly, I am not trying to compete. I am trying to bring a gathering together to ensure a visible pathway for the future of education is formed, with all stakeholders in it. I have in fact learned a lot from all the leading summits that have been organized in the last so many years. Each year the level of the summit increases and they scale a new height. Kudos to them. I have spoken in many such summits too. So no, I am not trying to create a competition. I am trying to create a very inclusive platform for a macro and micro discussion on education. In fact I plan to invite the minds behind some of the popular summits and involve them in this broad based discussion. Their experience will be invaluable. End of the day, we all are working towards the same goal.

So if this isn't 'just another conclave', how do you place this in the bigger ambit of things?

I am placing this as a 'necessary across the room discussion' on an important issue, which is not being answered completely. Hence I have named it EDUPOLIS 2019 - Mumbai will turn into an Educational Metropolis (which it is, technically speaking). Plus, being a Mumbai boy, why can't my city host such a huge event? Why should Delhi, Bengaluru and other cities host the popular summits? In the bigger ambit of things, I see this as being a definite discussion and result oriented conclave which will throw light on all the movers and shakers in education in the future in our country.

I am just shifting the goal posts and questioning the elephant in the room - What shape will education, as a whole, take in the coming years given the advent so many disruptors and challengers. So I am in fact creating a whole new space for this conclave and this can co-exist comfortably with the current family of summits and conferences.

Care to explain this 'Elephant in the room' concept better?

The space of education in India, in the last 10 years or so, has undergone multiple changes at different levels. The way education is



Rukmini Iyer,
Director, Exult! Solutions

"India needs a congregation like Edupolis 2019, as a space to reimagine our education systems. The role of educators is undergoing a sea change, and Edupolis promises to create a space for this much needed conversation and I am honoured to be a part of the Editorial Board of the Coffee Table Book."

distributed has changed; the way educators teach has changed; the way student acquisition happens has changed; the way a student wants to receive education has changed and so on. All of this has happened simultaneously, not a domino effect which some have perceived. Simultaneous changes across all levels leaves a lot of gaps and questions rather than proper answers. We need to sit down and answer that together. That's why the theme of this event is 'The Future of Education in India' and not the Future of Indian Education. If you see it carefully, there itself is a massive difference.

Why involve 'all' stakeholders? Why not a select few?

We cannot have a macro discussion on education without involving all the stakeholders. Schools cannot discuss the future of education on their campus without listening to what the industry wants. Colleges cannot discuss this without hearing what students feel about graduate education. The educational stakeholders cannot discuss this without understanding what the parents feel and what are the real-time on-ground limitations in imparting the best education. We are using this conclave as a 'connect' across all verticals.

What will be different in this conclave? Can you list them out in points?

Well, we shifted goalposts from day one — by charging NO delegate fees. We want everyone



Nancy Katyal
Corporate Storytelling Facilitator

"Heartwarming to see the end-to-end involvement of stakeholders involved in the education value chain and honoured to be a part of the Editorial Board of the Coffee Table Book. Knowing Joyanto, he has been a torch bearer to bring new path breaking ideas in this space."

to be part of this. No one needs to tell us, our budget is over or we cannot afford such high fees. We want to see municipal school principals and teachers participate equally with the private schools as they too are influencing a massive audience and are change makers on their own.

Secondly, we are inviting all the top education names and minds of the country. We will announce the first list in mid-October, after Dussehra, but we already have over 300 confirmations.

We are asking educational institutes to send student contingents to participate in this. We are having some fantastic international speakers from across 30 countries, including some who never come to conclaves but have agreed to take masterclasses for the educators present.

We will be overburdening the knowledge sharing in this conclave and every delegate will walk out with amazing insight and knowledge, nothing less.

What is the purpose of the 'Teacher Awards'?

Being from a family of academicians, I have seen the top level of decision makers get honoured regularly across channels and events. But, what about that teacher or professor who has been teaching diligently for the last 20



Padmesh Prabhune
Communications Consultant

"It's a pleasure to be on the Editorial Board of the Coffee Table Book, since Edupolis 19 is perhaps the first of its kind all-inclusive educational conclave wherein one could expect representation across all the segments of knowledge providing establishments and/or institutions. Moreover, I was impressed with Joyanto Mukherjee for envisaging such a conclave and I wish him good luck in all his endeavours."

odd years in the same institute, at almost the same position? We all have such teachers as our favorites, but who will recognize their contribution? Hence we have put together a separate 'Teacher Award Advisory' who will decide the final 250 recipients; 50 across each - Pre-Primary, Primary, Middle, High School and Graduation and above.

This will be a pan India award. We are paying for the travelling and stay of all the recipients. It's the least we can do for them.

Why is there a 'Coffee Table Book' then? Isn't that pushing the overall envelope too much?

We haven't even started 'the real push'. Do

you know the vision of the educationalists who started institutes of repute way back in the 50's and 60's by mortgaging their land, house and family Jewels? Why did they do it? They did it to ensure quality education.

The coffee table book is aimed at capturing the stories of such great educationalists and academicians, both posthumous and alive, who have given all that they can for greater education impact. It is high time we put this as a documented copy, and cover the entire country in it. This will be the 'Top 100 contributors to Indian Education' and they will be honoured on the evening of the second day. This coffee table aims to be that - a unique collectors' item - only 10,000 copies will be printed. It's going to be 2 books of 250 pages each. The second book will audit the quality of education in every Indian state. It will speak about their state of affairs, their positives and their future vision. The book will also capture and present the vision of the current movers and shakers who are welcoming different styles of education in India and their views on its future in India. So this collectors' item aims to be very different.

We have also heard you plan to raise scholarship money in some kind. What is the purpose behind the same?

Well, we plan to use the coffee table book to raise money for underprivileged students across the country, to pursue their dreams in alternate careers. They too want to be scientists, data analysts, tech experts, chefs, designers, and have other such options. This requires certain heavy investments. So, with the help of our Advisory and well wishes,

we plan to shortlist such students pan India and grant them scholarships of anything between Rs. 50,000 and Rs. 1.5 lakhs. The total amount that we aim to raise for this purpose is Rs. 5 crores.

Whatever we do, we do for a bigger impact.

Wow, that's some major highlights. I am already panting, anything else?

We promise to have the top names of the educational fraternity along with the top representatives of the industry. We plan to discuss broad based topics which cover all sectors; the panels will be represented by one person from each vertical of education and for the first time we will have the top ed-tech founders, industrialists, politicians, educationists and academia sharing the same stage.

The overall list will be mind-boggling. This has been 18 months in the making so I am just glad it is seeing the light of day. And to have such an amazing advisory who believe in my vision is just the right tonic of confidence I seek.

You are not letting out any names still.

Well, the wait will be worth it. We plan to do a detailed Phase 1 announcement in mid October. All I can say is — watch this space.

We believe that if you are a great people leader, you can achieve the business objectives that you have planned. Your team remained with you and respected you when you were in a bad shape health-wise. What management trait of yours allows you to build such relationships?

I am blessed to have a team, which stood by me in my ill health. I wouldn't call it a management trait but being a people's person skill. I have always been transparent with my students, my team, my associates and clients. When one is honest and communications are an open flow, there remains trust. When we can build trust in our relationships each one strives towards the final goal thereby achieving what the company has set its sights on.



Sapna Gupta and Payal Shah Karwa
Founders, The Word Jockey and The Content Campus

"The Content Campus, an initiative by The Word Jockey, is to train people in content creation, content writing, content marketing and more, to become better content professionals. We at TCC are proud to be a part of the editorial board of the coffee table book and look forward to Edupolis 2019."

THE ADVISORY BOARD

The grand Advisory Board of Edupolis 2019 has some great people leaders from academia, government, and business. We speak to some of the members of the Board here and try to understand their motivation for supporting this conclave. All of them have interesting success stories and a drive to bring a change.

Aakash Sethi is the Executive Director of the Quality Education & Skills Training (QUEST) Alliance, a multi-stakeholder partnership that works to promote innovative and effective uses of ICTs in education. It brings together public, private and NGO partners to create, pilot and institutionalize technology tools for improving the quality of education at all levels in both formal and non formal settings to better reach disadvantaged youth population. Prior to joining the QUEST Alliance, Aakash worked with Microsoft's regional office in Istanbul covering Middle East and Africa. He also worked on integrated rural development programs and creating a long-term vision for Corporate Social Responsibility (CSR) at Ambuja Cements. He was an active member of AIESEC, the world's largest youth organization for over 4 years.

He is passionate about exploring the role of business in poverty alleviation



Aakash Sethi
CEO, Quest Alliance

and the role of Sport in Education & Empowerment of Youth. He is on the boards of "Foundation for Development Initiative" and "Science meets Dharma". He has also published a paper on 'Evolution and Expansion of NGOs in India'.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"It is an urgent need to bring together key stakeholders of the education ecosystem to dialogue about the emerging trends, to develop 21st century skills for young people to make them ready for the future of work. Given the transitions taking place in Industry

due to automation, it is very important for the current system to transform and develop individuals with the mindset and skills of learning to learn. This is going to be the biggest priority to be future ready. I wish Edupolis all the best in bridging this crucial divide."

Nirav is a Partner at Kaizen Private Equity, a leading education focused investment firm. Prior to joining Kaizen, Nirav was with the Tata Group for over 20 years in various capacities including as the Chief Executive Officer of Tata ClassEdge and Tata Interactive Systems, Vice President – Chairman's Office, and Head Telecom Practice – TCS, Asia Pacific.

Nirav has led several international projects and collaborations in the fields of telecommunications and aerospace, and served as Director on the Boards of companies within and outside India. Nirav is an Engineer and MBA (Gold Medalist), and was one of the twelve mid-career professionals selected by the Foreign and Commonwealth Office of the UK for the first batch of the Chevening Rolls-Royce Science and Innovation Leadership Program at the University of Oxford. The British High Commission recognized him as



Nirav Khambhati
Partner, Kaizen Private Equity

a Young India Leader in 2013. In 2016, JagranLakecity University conferred upon him an Honorary Degree of Doctor of Arts (Management) for his contributions in the space of management, education and technology. He is a member of the Confederation of Indian Industry's Council for Primary Education.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"The idea behind Edupolis 2019 of bringing together all the education stakeholders under one roof is commendable. Education is a complex subject and we will be able to achieve the desired objectives only when

all the stakeholders are aligned. I am happy to be part of the advisory group and wish Joyanto and his team all the best for making Edupolis an event that makes a meaningful and significant improvement to the global education landscape."

“ Edupolis is a great initiative and we wanted to be on board the moment we heard about it. Teachers are the unsung heroes of the society and they deserve to be awarded for the effort they put in to polish the youth. We at Ullanaat Sports Management would like to wish the team of Edupolis all the very best and are proud to be a part of it.”

Atul Panicker - Co-Founder, Ullanaat Sports Management

“ GetLitt! is a gamified reading & writing community for kids below 13 years of age. It aims to make books accessible and reading fun for children and is supported by an in-house digital library with books from leading children's publishers like Amar Chitra Katha, Tulika, Duckbill, Pratham, FunOkPlease, Ms. Mochie, Pickle Yolk books. We are proud to be a part of Edupolis 2019 and furthering the cause of necessary educational changes.”

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THE ADVISORY BOARD

Listed by Forbes Asia as one of Asia's most influential Under 30 year olds, Samyak leads X Billion Labs - an ecosystem of futuristic impact enterprises. Currently he is working towards solving India's un-employability crisis through Skills Lab. His aim is to re-imagine activism and what impact means in the context of present age realities such as artificial intelligence, big data, climate change, unemployment, data driven capitalism & widening inequality.

In the past, he built India's first youth marketing & research consultancy, partnered with organizations like the United Nations to engage students with the Sustainable Development Goals, hosted Indo-Pak Youth Peace Summits & even popularized the concept of Model UN in his first business venture at the age of 18. He also founded The Green Batti Project which provided positive adult role models (mentors) to students from



Samyak Chakrabarty
MD, X Billion Labs

lower income groups, and Nimaya: a seed fund for women entrepreneurs in slums and Operation Black Dot to enable lakhs of college students to cast an informed vote.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"Workplaces of the future are innovation and technology driven. But it is critical to support such transformations by ensuring that our workforce has the necessary skills and abilities. For this to happen, India's education ecosystem must evolve and become future ready. Edupolis 2019 is a much needed platform to bring together key stakeholders across policy, academia and corporate to effect such upgradation of our learning ecosystems. Who better than the visionary Joyanto Mukherjee and his team to facilitate!"

A State and University topper, Fatima was adjudged Education World's "Top 50 Young Educators" in 2014. She is also the recipient of several awards for outstanding contribution to education, including Young Achiever's Award in March 2017 and Singapore based, Best of Asia's, 'Enterprising Educator in 2018'. As an entrepreneur, she was adjudged, 'Best Edupreneur 2019 and Best Leadership' by Progressive Academic Excellence India (Maharashtra) 2019 and one of the 10 finest inspirational educators in 2019 by TKR, India.

Previously, she was involved in the set-up of several premier K- 12 national and international schools in Mumbai as Managing Trustee and Director of an educational start up. Having gathered tremendous experience as a result of managing 18 national and international schools in this role, including pre-schools and a school for children with learning difficulties, Fatima as Co-Founder of



Fatima Agarkar
Co-Founder, KA EduAssociates

KA EduAssociates, now aims to create more opportunities for stakeholders in the education space, with a passion for consultancy, teacher training, special needs and sports.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"Excited about the refreshing vision that defines Edupolis 2019 - bringing the corporate world to the world of education and also professionals across academic boards and not simply K-12. The conclave promises to provide tangible solutions, create disruptions, and enable us in the education space to re-think our strategies. Also, recognizing the efforts of those that truly make a difference - teachers- is a nice touch to a conclave that wants to 'be more' than just a conclave. Wishing Joyanto and his dynamic team all the very best as the host what appears to be Asia's largest gathering of educators."

Ashwin Srivastava is the co-founder of Great Manager Institute, and has been a serial entrepreneur and global investor. He is also the co-founder and chief of Sapio Analytics, a leading data driven policy making company for government bodies, besides being Advisory Board Member of Crucible Venture Advisors, a VC firm focused on investments in companies that use data. He has been the founding member of Idein Ventures, a private equity firm headquartered out of UAE, now focused on companies expanding to Middle East, and has had investments in education-technology companies. He also works towards reducing the menace of cancer through his company Cancer Rounds, world's first full scale virtual cancer hospital.



Ashwin Srivastava
Co-founder,
Great Manager Institute

A Forbes Asia Under 30 honouree, he has also been honoured by Entrepreneur India. He is a nominated Mentor at the Atal Innovation Mission by the NITI Aayog and advises various government bodies in India, Middle East and West Africa. Vidyandhi group schools in Mumbai have been able to introduce a new method of teaching science, under his patronage.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"I sincerely believe that education in India is going through a sea change. Digital technologies, re-definition of relationships, and a new concept-driven approach are at the forefront of such change. Edupolis is designed to celebrate and debate this change, while involving all stakeholders."

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Sudhakar Rao studied Mechanical Engineering and went to IIM Bangalore for Post Graduate Program in Management. He started his career as Brand Manager and moved up as SBU Head and Director. In a career spanning over 20 years, he has played multiple roles of Branding, Marketing, Corporate Relations, and International Operations etc. In the last 2 decades of a fast track work life, he has dealt with sectors like Textiles, Food and Education where he not only launched many brands but also nurtured them towards their rightful position in the market place.

He is a keynote speaker at various national and international fora. His areas of interest include Innovation, Technology, Entrepreneurship, Diversity & Inclusiveness, Design Thinking apart from Branding. Sudhakar Rao has been an accomplished Brand



Sudhakar Rao - Director,
Branding - ICFAI Group

Strategist, a StartUp Mentor and a Social Media Advisor. At ICFAI, Sudhakar Rao heads Branding for the entire Group that includes 11 ICFAI Universities, 9 ICFAI Business Schools, 7 Tech Schools, 7 Law Schools and a huge Distance Learning Program.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"I am impressed with the promise of Edupolis 2019 - to congregate all the stakeholders of education under one

roof. What's special is to have stakeholders from KG to PG, parents and students, all discussing education and its future in India. I am very happy to be part of the advisory behind this grand idea."

Dr. Shailja Vaidya Gupta has done her Ph.D. in Biochemistry from IIT Delhi. She handles International Collaborations in the Department of Biotechnology and has been instrumental in establishing active bilateral collaborations with Canada, Denmark, Estonia, Finland, Germany, Netherlands, Sweden, Spain, UK and US; and with EU. Dr. Gupta is also responsible for DBT's collaborations with Non-Governmental organizations such as Wellcome Trust, Bill & Melinda Gates Foundation, European Molecular Biology Organisation (EMBO), European Molecular Biology Laboratory (EMBL), PrakashLab, Stanford University and Cancer Research UK.

Dr. Gupta has been instrumental in developing the Clean Barapullah project in partnership with The Netherlands, Denmark and Afforest;



Dr. Shailja Vaidya Gupta
Advisor, Department of
Biotechnology, Govt. of India

bringing Foldscope, the low cost microscope developed by PrakashLab, Stanford University to India. She has also helped establish the concept of "FarmerZone", a single window cloud service that will offer curated data solutions leading to improved farm productivity and market connectivity for smallholder farmers.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"EduTech is the solution for providing access to education in the most unreachable parts of this country.

It is an educational tool, which needs to be used well and quickly. Through this conclave I hope a platform is set into place which will allow reinvention of and access to education for the most resource constrained areas."

Swaroop comes with over 17 years of experience in conceptualising and constructing ideas in the world of live entertainment. A glorious career that began with Wizcraft's IIFA went on to translating some unique concepts into successful live integrated revenue models like VH1 Supersonic, the Enchanted Valley Carnival, Windmill Festival, Bollywood Music Project and Arth among others. Swaroop started the Brand Solutions division at Star World & Movies and the Laqshya Media Group, and was the first Live Events employee at Viacom Brand Solutions where he also worked closely with leading global brands like Pepsi, Pulsar, Honda NAVi and MTV Asia to create branded IPs like Pepsi DarbarMarg Festival, Pulsar Festival of Speed, Honda NAViCustomania and MTV Stunt Mania.

He has been a part of the core teams of the globally reputed Commonwealth Games in Melbourne, The South Asian Games in



Swaroop Banerjee
COO and Business Head,
Zee Live at Zee Entertainment
Enterprises Limited

Colombo and the Global Fighting Championship in Dubai. Over the years Swaroop has toured and worked with some of the most influential names in global entertainment and sports like Pierce Brosnan, Carl Lewis, Gabriel Iglesias, Russell Peters and Jeremy Loops.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"I am extremely passionate about the way alternate education is taking shape in this country. The possibilities today, are more diverse than they've ever been. If you can dream it, you can do it, literally. And there are educators fuelling that dream. A platform like

Edupolis lets me contribute to the alternate education scenario in this country and give aspiring students and their parents my 2 cents on how to make it big in the field of live entertainment."

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Vedchetan Patil is an Advocate, Mumbai High Court, where he handles Civil Commercial Litigation, Contract Drafting and Insolvency Resolution.

He also runs an NGO 'Hamlet to Globe' working in the field of rural education. He is a director at PP Education society. He has been working in the field of debt restructuring and asset reconstruction.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"Edupolis will be reckoned as the epoch making event in the coming years and shall be responsible for carving a new facet to the way we impart education and



Vedchetan Patil - Advocate,
Mumbai High Court

comprehend the educational system. It is a need of the hour to bring all stakeholders of education under the same roof and have a bigger and proper discussion about the state of education and its future. I am happy to be on the Advisory for the same and am sure under the leadership of Joyanto the educational system will slowly be introduced to the much required change."

Ajit Balan has been an enterprising leader with over 25 years of experience with Media & Publishing industry in Sales & Development, Business Development and People Management, that streamlined operations, invigorated businesses, heightened productivity & enhanced internal controls. He has an expertise in conducting Industry Analysis Function, with key focus on ensuring the availability of consumer & market trends for sales pitches. He is also an expert in augmenting quality consistency, process efficiencies & report automation through the implementation of an Org-wide Reporting & Analysis Function.

A double graduate and a Masters holder, he has overseen several successful projects during his time in the media sector. Currently he is the Head- Trade Vertical, Sales and Distribution, The Hindu. He is also



Ajit Balan
Hon. Secretary, Cosmopolitan
Education Society

the Secretary at the Cosmopolitan Education Society where he is ushering in state of the art changes in one of the most renowned education societies in the city.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"It is my great honour to be associated with Edupolis as part of their Advisory Board which is a conclave curated for all stakeholders in the educational ecosystem. Edupolis is a conclave which is intended to be an exceptional networking & professional opportunity for educators & administrators to promote best practice & the exchange of information in the educational field."

Dr. R. Shivaraman is one of the youngest PhDs in Nanotech in the country. Having completed his Masters in Nanotechnology following his Bachelors (Computer Science), Shiva derives his expertise in a broad range of topics from the time spent in top research facilities such as University of Western Australia, Carnegie Mellon University, SRM University and Bhabha Atomic Research Center.

Shiva co-founded Big Bang Boom Solutions, an indigenous defence solution provider and tech integrator. Big Bang Boom's flagship product is its work on developing robotization and unmanned operations capabilities for the T-series Tanks (T-72 & T-90), India's Main Battle Tank. Big Bang Boom also works on a BN based Hybrid Chobham Armor for individual use, use of drones for Riot Control,



Dr. Shivaraman
Co-founder,
Big Bang Boom Solutions

Blockchain for Defense Supply Chain Management, etc. Big Bang Boom in association with LOADs Korea won the DAPA Korea Defence Startup Challenge 2018 with a groundbreaking solution to deploy Korean government's proprietary defence tech to create an unmanned AI based autonomous pollution monitoring platform. Shiva now serves as an investor and advisor for several startups.

Why are you part of this Conclave's Advisory Board and what are your expectations?

"Edupolis sounds like the exciting new destination for all stakeholders in education. I hope it creates a platform for interaction, discussion, and collaboration, and helps accelerate growth in the education section. I wish the team the best."

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