

# Shadow the Leader Season - 6



## SHADOW THE LEADER

February 2023

A **Live** Learning Experience

# Introduction

Young Bombay Forum (YBF) a youth wing of Bombay Chamber of Commerce and Industry was born on the 172nd Foundation Day of the Chamber in the year 2007. The YBF is the Chamber's response to the emergence of young leaders in the spheres of business, entertainment and politics.

Program	Leader#	Start Date	End Date	Status
Season 1	9 Leaders	February 2015	August 2015	Completed
Season 2	21 Leaders	September 2015	August 2016	Completed
Season 3	18 Leaders	March 2017	September 2017	Completed
Season 4	16 Leaders	January 2018	November 2018	Completed
Season 5	19 Leaders	January 2019	December 2019	Completed
Season 6	16 Leaders	February 2023	----	Ongoing



# About Shadow the Leader: A Unique Program

## *Observe leadership in action...*

- ❖ Spend time with a leader to understand what it actually takes to succeed in professional life.
- ❖ Leader will be a guide/mentor for a day to the selected Shadow (Entrepreneurs/Professionals/Corporate Employees)
- ❖ Connects with eminent and successful leaders from diverse fields in India
- ❖ Program is open to **Aspiring Youth, Entrepreneurs, Professionals, Corporate Employees, A successful Brand owner, Upcoming Business/Thought Leaders, Organizations can nominate its Future Leaders.**





Bombay Chamber  
of Commerce & Industry

# Leaders of Season 6



## SHADOW THE LEADER

Young Bombay Forum and Bombay Chamber of Commerce and Industry presents an intimate one on one opportunity to shadow and learn from an eminent Industry Leader.



**Nilesch Shah**

MD, Kotak Mahindra Asset  
Management Company  
Limited



**Ritesh Tiwari**

ED, Finance - HUL &  
CFO Unilever South  
Asia



**Amit Sarda**

MD,  
Soufflower



**Ashith Kampani**

Chairman,  
Cosmic MandalaIS  
Securities Pvt. Ltd.



**Anil Sardana**

MD, Adani Power,  
Adani Transmission  
& Distribution Bzn Chief Bzn  
Officer - PSP & Hydros, Adani  
Green Director - Adani Data  
Center Bzn



**Ashok  
Ramachandran**

President & CEO,  
Schindler India & South Asia



**Dr. Mukund Rajan**

Chairman,  
ECube Investment Advisors



**Ms. Pinky Mehta**

CFO,  
Aditya Birla Capital Ltd.



**Puneet Chhatwal**

MD & CEO,  
The Indian Hotels Company Ltd.  
(IHCL)



**R Mukundan**

MD & CEO,  
Tata Chemicals Ltd.



**Rajan Raje**

Founder & CEO,  
Nichem Solutions



**Robin Banerjee**

President and CEO,  
Caprihans India Ltd.



**Sanjay Mehta**

Joint CEO,  
Mirum India (WPP Group)



**Sunil Mathur**

MD & CEO,  
Siemens India Ltd.



**VS Parthasarathy**

Vice Chairman,  
Alicargo logistics &  
Independent Director @ LIC  
and cloudnine Hospitals



**Vishal Dhupar**

Managing Director,  
Asia South, NVIDIA

# Participation fees

Shadow the Leader - Season 6

Participation fees

Rs. 30,000/- + GST @18% for one Leader



# Terms and Conditions

*All participants are requested to read terms and conditions given below before confirming participation in the Program.*

1. The Program is purely for learning and the proceeds after defraying expenses will be donated for a cause.
2. A participant is required to provide personal details (name, contact, address and brief profile).
3. A participant can select maximum 3 Leaders from the Season.
4. A participant can select leader on first cum first served basis.
5. In the event that a participant's organization has a conflict of interest or is a competitor to the leader's organization then the leader will have sole and absolute discretion to allow or refuse the participant. The leader will be allotted to the participant only after confirmation from the leader.
6. Shadow the Leader meeting will be arranged on availability of the leader. The meeting time line can range from 1 month to 9 months.
7. Verification of a participant will be done by team of Young Bombay Forum and Bombay Chamber of Commerce and Industry.
8. On completion of successful verification process a participant will have to make payment within 48 hours. The participation will be confirmed on receipt of the payment.
9. A participant will have to sign the terms and conditions of the program.
10. On the day of meeting with the Leader, shadow will not be allowed in confidential meetings unless agreed upon by the leader.



# Terms and Conditions

11. A participant will have to make himself / herself available on the day of meeting proposed by a leader.
12. A participant shall not publish any opinion / video / tweet about the leader, organization or the event.
13. A participant will not be allowed to take photograph / video during the meeting with Leader unless permitted by the leader/organization.
14. A participant will have to make necessary personal travel and stay arrangements required for the program.
15. A participant will not approach the leader for any personal requests or favours or gather competitive / market sensitive information.
16. A participant will not disclose or reveal any confidential information about the Leader and his organisation to outsiders and also not use it for personal gain.
17. The opportunity of shadowing a leader is not transferable.
18. In case, a participant is unable to attend the meeting with Leader, fees will not be refunded.
19. In case of any discrepancy related to the program, the decision of Bombay Chamber of Commerce and Industry will be final.
20. The organizer will not be responsible for delay or any other issues that may arise for reasons beyond control.

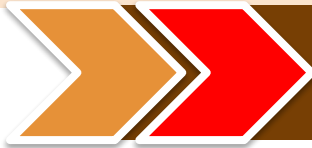
Agreed by: Name:

Date:

Place:



**SHADOW THE  
LEADER**



‘Leadership is about converting known and unknown chances into winning goals, while playing fairly and developing a great team.’ - **Govind Shrikhande**

# Profiles of the Leaders - STL - Season 6



**Mr. Nilesh Shah** is Managing Director of Kotak AMC. Nilesh lead his team to the Best Fund House of the Year Award at all the mutual funds where he has worked viz. Kotak, ICICI Prudential and Franklin Templeton Mutual Fund. Nilesh is a part time member of the Economic Advisory Council to the Prime Minister. He is a member of the Board of Association of Mutual Funds in India and a Member of COBOSAC committee of SEBI. Nilesh is also President of India's oldest Chamber of Commerce viz. Bombay Chamber of Commerce and Industry in the city of Mumbai.

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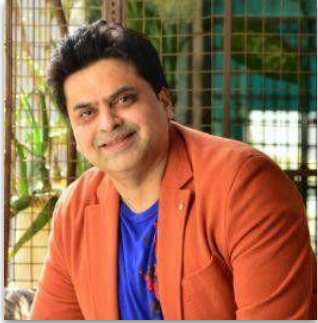
**Mr. Ritesh Tiwari**, Executive Director, Finance - HUL and Chief Financial Officer- Unilever South Asia, Ritesh is a global finance leader with rich experience in leading diverse teams across the UK, India, and other Asian markets. He is a future-focused, high-energy, results-oriented business leader driven by his purpose 'Reimagine possibilities and bring value with values.' Before his current role as the CFO of HUL, Ritesh was Vice President, Finance - Global Performance Management for Unilever and CFO for Unilever International based out of London, where he helped bring together the financial and human capital of Unilever to deliver performance with impact. He also played a pivotal role in Unilever's performance management, leading the

strategic scenario planning and response during the COVID-19 pandemic. Ritesh joined Unilever as a management trainee in 1999 and held roles across core finance, demand planning and procurement within India and South Asia early in his career. He then went on to take leadership roles – namely, Global Category Finance Director based out of the UK, Group Financial Controller of HUL and Vice President Finance - Global Supply Chain based in Singapore. Driven by his mantra of 'delivering in the present while building for the future,' Ritesh is credited with bringing digital transformation, simplification, and leading projects with high business impact throughout his career.



Ritesh is an active member of various industry bodies, including Chairman of the CFO Council of FICCI (Federation of Indian Chambers of Commerce and Industry), Senior Vice President of Bombay Chamber of Commerce & Industry, Independent Director on ONDC (Open Network for Digital Commerce) Board and a member of the CII (Confederation of Indian Industry) National Committee for CFOs.

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**Mr. Amit Sarda**, MD, Soulflower Amit Sarda is a Member of the Regional Advisory Committee at Central Excise Department, Ministry of Finance, and Government of India. He is also the President of Young Entrepreneurs' Society and the Director of Soulflower Co. Ltd. He took apparel venture public, set up handicraft & personal care facilities in Thailand and launched a successful brand in Asia Pacific. He specializes in brand genesis & management, product launches & placements.

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**Mr. Ashith N. Kampani** is currently the chairman of CosmicMandala15 Group and has rich experience of more than 38 years in Capital Markets. In the last 38 years, He began his career at the family brokerage firm Nagindas Chaganlaal a BSE member since 1948, later the family consolidated the operations under JM Share & Stock Brokers Ltd (one of the First listed brokerage on the stock exchange). He had opportunity to work closely with the Morgan Stanley JV (JM Morgan Stanley) and later at JM Financial where he served as Managing Director, during this period he played different roles and gained experience in various spheres of capital markets like Equity Brokerage, Investment Banking, Private Wealth, M&A and Private Equity. Since 2012, as Chairman of the Cosmicmandala15 Group, Mr. Kampani's focus has been on Venture Capital and 9

early stage Investment and Strategic Advisory ( working with global early stage technology companies and operationalizing the business and technologies).Over the past 38 years, Mr. Kampani has been instrumental in creating and maintaining valuable relationships across sectors and geographies. He has also created access with major financial institutions and leading banks, as well as legal firms, chartered accountants and consulting practices during last 38 years. He has been directly and indirectly associated with numerous transactions in both, Indian and global markets. Mr. Kampani is member of the managing Committee of Bombay Chamber of commerce & Industry (BCCI) one of the oldest chamber of commerce in the country. Mr. Kampani is Chairman at Young Bombay Forum (YBF) the young initiative of (BCCI) & Chairman of PE&VC Committee of the Bombay Chamber.

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**Mr. Anil Sardana** is presently the Managing Director of Adani Transmission Limited since 1<sup>st</sup> May 2018 & also heads Adani Power w.e.f. July 2020, as its Managing Director. In addition, he holds the responsibility of Hydros, International Business of Renewable Energy & Green Hydrogen for Adani Green, as designated Chief Business Officer. Till 30<sup>th</sup> April 2018, he was the CEO & Managing Director of Tata Power for over seven years. Till 31<sup>st</sup> January 2011 (beginning August 2007), he was the Managing Director & CEO of Tata Teleservices. Prior to the telecom stint, Anil was the founding CEO & Managing Director of Tata Power Delhi Distribution Limited (TPDDL/NDPL), having taken over the Discom as founding CEO in 2002, when the company was taken over from state owned Discom. Anil is credited with having spearheaded the dramatic turnaround of companies

especially, Tata Power Delhi Distribution, having achieved benchmark performance and won prestigious Edison Award on Innovation and **‘Silver National Award for Meritorious Performance’** for two consecutive years 2004-2005 and 2005-2006 from the Indian Prime Minister. Anil spearheaded several major M&A's, including with NTT DOCOMO of Japan and a creative reverse equity swap & merger to create most valuable Telecom-Tower Infrastructure company VIOM, with highest tenancy in the industry.

Anil led transition of several ventures including very successful launch of Tata DOCOMO & Tata Photon brands. He also launched several innovative schemes including Pay per-use & per-second billing that brought transformation in the Industry. Anil has more than 42 years of experience in the infrastructure space, particularly in the Energy and Telecom sectors. His work experience includes NTPC (14 years), BSES (7 years), Tata Group (18 years) and Adani Group (4+ years). He held Chairman's position at CII National Committee on Power from 2012 onwards till April 2018. He is now National Co-Chair on CII's Infra Council, for past three years.

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**Mr. Ashok Ramachandran** is the President & CEO of Schindler India & South Asia. He has been featured in the coveted list of 40 under Forty Young Business Leaders of 2019 by the Economic Times. Ashok got his Engineering Degree from University of Madras and completed his master's degree from Swinburne University of Technology, Melbourne. His journey with Schindler started in Australia in 2006 as a Quality Engineer working on Process Improvement and ISO audits. He then moved on to become the MD of Schindler Vietnam in 2012 and then MD of Schindler Malaysia and Brunei in 2016. Later, in 2018, he joined Schindler India as their youngest Chief Executive Officer, responsible for the overall sales, marketing and operations of the company. Ashok is a highly passionate, motivated and result driven professional with varied experience from leading businesses in

mature markets to fast growing developing markets. His achievements include developing and coaching talents, creating and driving strategy, sales management, end to end successful P&L Management and achieving results in varied markets and environments

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**Dr. Mukund Rajan** is the Chairman of ECube Investment Advisors, a first of its kind platform created in 2019 to catalyse Environment, Social and Governance (ESG) changes in Corporate India. Prior to this, he held a number of senior executive positions through his 23-year career with the Tata Group, where he served as the first Brand Custodian of the Tata Group, Chief Ethics Officer of the Group, Chairman of the Tata Global Sustainability Council, and Member of the Group Executive Council at Tata Sons. He served on the boards of various Tata companies including Tata Teleservices, Tata Communications, Tata SIA Airlines and Tata AIG. Dr Rajan serves as the Chairperson of the Environment Committee of the Federation of Indian Chambers of Commerce and Industry (FICCI) and is a member of the ESG Advisory Committee constituted by the Securities and Exchange Board of India (SEBI).

He serves as a member of the Council of Management of the Forum of Free Enterprise. In 2007, the World Economic Forum honoured Dr Rajan as a Young Global Leader. He was also part of the inaugural class of the Confederation of Indian Industry (CII)-Aspen Institute India Leadership Initiative. Dr Rajan graduated from the BTech program at the Indian Institute of Technology (IIT) Delhi in 1989. He completed a Masters and Doctorate in International Relations on a Rhodes Scholarship at Oxford University. His doctoral dissertation, "Global Environmental Politics", was published by Oxford University Press in 1996; his second book, "The Brand Custodian – My Years with the Tatas", was published by HarperCollins in 2019; his third book, on Corporate Responsibility and ESG, titled "OUTLAST – How ESG Can Benefit Your Business", co-authored with Dr Colonel Rajeev Kumar, was published by HarperCollins in 2021; and his fourth book, "Tata's Leadership Experiment – The Story of the Tata Administrative Service", co-authored with Bharat Wakhlu and Sonu Bhasin, has just been released by HarperCollins.



**Ms. Pinky Mehta** is the Chief Financial Officer of Aditya Birla Capital Ltd, the holding company of the financial services businesses of the Aditya Birla Group (the Group). Prior to this, she was the CFO of Aditya Birla Nuvo Ltd. (ABNL), from 2015-2017. Pinky is a qualified Chartered Accountant with 32 years of diversified experience. She joined the Aditya Birla Group in 1991, to become the first woman officer in the Group. As a key member of the Finance team at ABNL for about two decades, she handled many portfolios and made major contributions in the areas of Taxation, MIS, Accounts, Legal and Secretarial. She has played an active role in the area of Demergers, Mergers and Acquisitions since 1998 viz., demerger of Cement; Joint Venture with Sun Life for Life Insurance business; acquisition of Madura Garments, Transworks, Minacs and Apollo Sindhoori. Pinky has handled many complicated tax issues and has mastered the intricacies of tax laws. Pinky has led the Management Services Division (MSD) of the Aditya Birla Group for five years from 2010 – 2015 and has executed many high-impact projects aimed at achieving commercial excellence, knowledge integration & future forecasting and leveraging cost synergies and competitive advantage. Under her leadership, MSD expanded its services to new geographies and new businesses overseas including Pulp and Fibre, Trading, Overseas Spinning, Acrylic Fibre and Carbon Black in North America, China, South East Asia and Africa. She has also expanded MSD services to new areas such as renewable energy, GST, Benchmarking, Logistics Roadmap etc. In her role as Chief Financial Officer of ABNL, she completed the Demerger of Madura Garments to Pantaloons Fashion & Retail Limited creating the largest Fashion & Lifestyle Company in India in the listed space under the name of Aditya Birla Fashion & Retail Ltd. She has also played a key role in the merger of ABNL with Grasim Industries Ltd., followed by the listing of the Aditya Birla Capital Ltd. She became the First Woman CFO of an Aditya Birla Group Company. In recognition of her versatile ability to handle multiple roles and accepting new challenges, she has been bestowed upon the following awards such as The Chairman's Award for Exceptional Contributor in 2008, The Chairman's Award for Accomplished Leader in 2016, The "CA CFO – Woman Award" by The Institute of Chartered Accountants of India in the year 2016 and Finance Leader of the Year Award in 2020 from "ET Prime".



**Mr. Puneet Chhatwal** joined The Indian Hotels Company Limited (IHCL) as the Managing Director and Chief Executive Officer on November 6, 2017. He is a global professional with close to four decades of leadership experience at highly acclaimed international hotel groups. Under his leadership, IHCL has been on a journey of re-imagination to achieve sustainable profitable growth. Mr. Chhatwal also serves as the leading voice of the industry in India in his capacity as the Chairman of the National Committee of Tourism and Hospitality, CII and President of Hotel Association of India. Prior to this, Mr. Chhatwal was the Chief Executive Officer and Member of the Executive Board of Steigenberger Hotels AG – Deutsche Hospitality based out of Frankfurt, Germany. He was also the Chief Development Officer of The Rezidor Hotel Group – Carlson Hotels

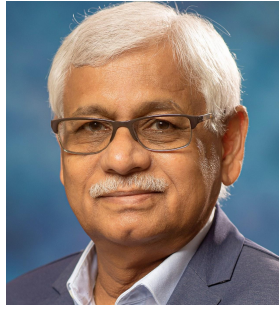
Worldwide based out of Brussels, Belgium. Mr. Chhatwal is a graduate of both, Delhi University and Institute of Hotel Management, Delhi. He has completed an MBA in Hospitality from ESSEC, Paris and an Advanced Management Program from INSEAD. Across his global leadership career in hospitality, Mr. Chhatwal has received several acclaimed industry awards. He was honoured with the Carlson Fellowship in 2012 and he was also the First Alumnus included in the ESSEC-IMHI Hall of Honor 2014.

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**Mr. R. Mukundan**, Managing Director & CEO of Tata Chemicals Limited, joined Tata Administrative Service in 1990, after completion of MBA from FMS, Delhi University. He is an Engineer from IIT, Roorkee and an Alumnus of Harvard Business School. During his 30 year career with Tata Group, he has held various responsibilities across the Chemical, Automotive and Hospitality sectors of the Tata Group. He serves on Executive Committees of various industry forums viz. Confederation of Indian Industry, Bombay Chamber of Commerce & Industry, Employers' Federation of India, All India Management Association etc.

of Brussels, Belgium. Mr. Chhatwal is a graduate of both, Delhi University and Institute of Hotel Management, Delhi. He has completed an MBA in Hospitality from ESSEC, Paris and an Advanced Management Program from INSEAD. Across his global leadership career in hospitality, Mr. Chhatwal has received several acclaimed industry awards. He was honoured with the Carlson Fellowship in 2012 and he was also the First Alumnus included in the ESSEC-IMHI Hall of Honor 2014.



**Mr. Rajan B Raje** is the Founder & CEO- NICHEM SOLUTIONS. An Entrepreneur for last 25 years heading NICHEM SOLUTIONS – A Specialty Chemicals Manufacturing Company. Prior to entering in his business, worked as Profit Centre Head of Klass Equipments Pvt Ltd, a subsidiary of Rediffusion Advertising Ltd & Willet International-UK. He has rich experience of over 40 years in developing & promoting niche chemicals for Drinking Water Purification, Agriculture, Polymer & Paint Additives & Ecological Disinfectants. He is on the Board of Directors of Bombay Chamber of Commerce & Industry (BCCI) and Heads the MSME Committee of BCCI & Indian Chamber of Commerce & Industry (ICC). He heads the Agri Committee & Diversity & Inclusion (DNY) Committee of BCCI . As an MSME entrepreneur, he has seen the challenges faced by this sector.

Thus, he is instrumental in leveraging the right platform to the MSMEs to collaborate with credible service providers to help them progress & sustain in the long run. Investment in Innovation, Application Development & People Management drives him. He is conscious about social & environment obligation & believes in giving back.



**Mr. Robin Banerjee** is the President and CEO of Caprihans India Ltd. Earlier, he served in several multi-national global corporations in senior leadership positions, including Hindustan Unilever (as General Manager), Arcelor-Mittal Germany (as MD), Thomas Cook (Exec Director), Essar Steel (Exec Director), Suzlon Energy (Group CFO and member of Board). Robin is a Chartered Accountant, Cost Accountant, Company Secretary and M Com. He is a Member of the Board of Studies for Independent Directors, Indian Institute of Corporate Affairs, Govt of India. He is in the Board of SME Chamber of India. He is also in the Boards of several companies as an Independent Director. For *Confederation of Indian Industry (CII)*, he is: (i) Vice Chairman for Maharashtra State Council; and (ii) Chairman for Western India Corporate Governance Committee.



Robin has authored 3 best-selling *business non-fiction* books titled **“Corporate Frauds: Now Bigger, Broader, Bolder:** Released in November 2021; **“Who Cheats & How”** published in 2015, available in English, Hindi and Marathi languages; and **“Who Blunders and How”** published in 2019 Robin is a sought after speaker, columnist and a social activist. He is a keen gym enthusiast.

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**Mr. Sanjay Mehta** is the Joint CEO of Mirum India, a digital media agency, and the co-author of *If I Had To Do It Again*. Sanjay Mehta has an intuitive understanding of the internet space after starting and running multiple startups. He started and ran an internet venture, Homeindia.com, from 1998 to 2007 and then, as COO, managed an 800-member team at Compare Infobase Ltd, another internet company. In 2009, he launched Social Wavelength, a social media management brand of Social PR outsourcing. It was acquired by WPP Group in 2014. Sanjay has a bachelor's degree in electrical engineering from VJTI, University of Mumbai, and an MS in electrical and computer engineering from University of Southern California, US.

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**Mr. Sunil Mathur** is the Managing Director and Chief Executive Officer of Siemens Ltd since 2014. In this role he is responsible for Siemens in South Asia represented mainly by Sri Lanka, Bangladesh, Nepal & Bhutan as also Siemens Group Companies in India. He is currently a Member of the Global Leadership Team of Siemens. Prior to 2014 he was the Executive Director and Chief Financial Officer of Siemens Ltd from 2008 responsible for the same countries. During his stint as CFO of Siemens India, he was a Member of the Global Finance Management Team. He has been with Siemens for over 30 years, holding several Senior positions in Germany, where he worked in the Power Generation Division as also as CFO of a Global Business Unit in the Industrial Automation Division of the Company.



as also as CFO of a Global Business Unit in the Industrial Automation Division of the Company. He has wide experience of integrating companies, creating Joint Ventures, M&A as turning around non performing businesses in an International and has worked in Germany, United Kingdom and the United States. Mr. Mathur is on the National Council of the CII & FICCI, Chairman of the CII Smart Manufacturing Council & Deputy Chairman of CII Western Region. He is Past President of Indo-German Chamber of Commerce and Bombay Chamber of Commerce and Industry.

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**Mr. V S Parthasarathy** (fondly known as Partha) is a much-awarded professional and thought leader and votary of transformational changes with over 35 years of rich experience wherein he has successfully led businesses, functions, organization transformations and over 125 M&A transactions. He is Vice Chairman at Allcargo Logistics and is also an Independent Director in Life Insurance Corporation (LIC) and Cloudnine Hospitals. He has also been appointed as a Member on the Board of NITIE (National Institute of Industrial Engineering), one of India's premier management and engineering training institutions. He also mentors several startups.

Mr. Parthasarathy started his career with Modi Xerox (later known as Xerox India) as Management Trainee and rose to a position of Associate Director, serving across multiple positions and locations. In Mahindra Group, where he served more than two decades, his last role was as the President of Mobility Services Sector. Prior to that, Mr. Parthasarathy was the Group CFO & Group CIO for seven years. Additionally, he has served as a member of the Mahindra Group Executive Board and also been on the board of several listed companies including Tech Mahindra, Mahindra Finance, CIE automotive (Spain), Punjab Tractors, Mahindra Holidays, etc. for many years. Mr. Parthasarathy carries out a number of philanthropic activities for women's empowerment through education, employment and entrepreneurship initiatives of SEWA (Self Employed Women's Association) and is an Independent Director on two of its companies

Mr. Parthasarathy is a Chartered Accountant from ICAI and ICAEW, UK, and an alumnus of Harvard Business School's AMP (2011).

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**Mr. Vishal Dhupar** has served as NVIDIA's Managing director in South Asia since 2010, leading business operations for the company in the region. In this role, Vishal is responsible for the development and execution of NVIDIA's strategic plans in the subcontinent. He is also focused on fostering key partnerships with the ecosystem to accelerate the growth and adoption of GPU technology. With more than 25 years in the Information Technology industry, Vishal brings extensive leadership and industry experience. An expert in the area of change management, he played an active role in understanding and applying change in accordance with the business requirements during the Symantec-Veritas merger, specific to India.

Vishal joined NVIDIA from Symantec, where he held the position of Managing Director SAARC. Previously, Vishal held the position of Managing Director at Autodesk, prior to which, he was Director Sales at Sun Microsystems India. Vishal began his career at DCM Data Products, and followed it up with Sales positions in Digital Corporation and Silicon Graphics. Over the past two decades, Vishal has been the recipient of several performance awards all through his working career in various organizations. In 2007, Vishal was honored with the IT-People Young Achiever Award for his excellence and contribution to the Information Technology industry in India.

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# Reach Out!

*For more details on Shadow the Leader or Young Bombay Forum...*



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<https://bombaychamber.com/proect/shadow-the-leader-program/>



**SHADOW THE  
LEADER**



'Leadership is about creating an environment where the team can perform together and make a difference. It is about seeing **possibilities** in people, and situations, and not problems.' – **Dr. Raman Ramachandran**