

40 UNDER FORTY

India's Hottest Young Business Leaders 2016

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

Aakash Choubey Partner, Khaitan & Co	Ankit Bhati Co-founder and CTO, Ola	Ashish Goel Founder and CEO, Urban Ladder	Byju Raveendran Founder, Byju's The Learning App	Dilipkumar Khandelwal Managing Director, SAP Labs India and Executive VP & Global Head of Suite Engineering	Kavin Bharti Mittal Founder and CEO, Hike Messenger	Mithun Sundar Senior Director, Strategy, Pepsico	Rahul Shinde Managing Director, KFC Indian Subcontinent, Yum! Restaurants	Sanjeev Jha Director and Head of Global Markets, Bank of America Merrill Lynch	Sudhir Sitapati Executive Director, Refreshments, Hindustan Unilever
Adar Poonawalla CEO and Executive Director, Serum Institute of India	Ankit Mathur Co-founder, Greenway Grameen Infra	Ashish Rajvanshi Senior Vice President, Strategy & Chairman Office, Adani Group	Deepak Garg Founder and CEO, Rivigo	Gaurav Sood Managing Director, Solairedirect Energy India	Kulin Lalbhai Executive Director, Arvind	Nisaba Godrej Executive Director, Innovation, Godrej Consumer Products	Rajiv Mehta CEO & MD for New Businesses, Arvind	Sashank ND Co-founder and CEO, Practo	Toshan Tamhane Director and Partner, McKinsey & Company India
Amit Jain President, Uber India	Anuj Ranjan Managing Partner, Brookfield Asset Management India	Ashwath Rau Partner, AZB & Partners	Deepak Gaur Managing Director, SAIF Partners	Harsha Vardhan Agarwal Director, Emami	Lakshmi Venu Joint Managing Director, Sundaram Clayton	Prashant Tandon Founder, 1mg	Rishad Premji Chief Strategy Officer, Wipro	Shweta Jalan Managing Director, Advent India PE Advisors	Vishal Kampani Managing Director, JM Financial
Amitabh Mall Partner Director, Boston Consulting Group	Arunabh Kumar Founder & CEO, The Viral Fever & TVF Media Labs	Bhavna Bindra Vice President, Automotive, Cummins India	Devansh Jain Whole-time Director, Inox Wind	Kartik Sheth Chief Innovation Officer, Head of Strategy and CEO for Data and Services, Bharti Airtel	Manu Jain India Head, Xiaomi	Priyanshu Singh Country Head, Honeywell Building Solutions	Ritesh Agarwal Co-founder, OYO Rooms	Sucharita Mukherjee CEO, IFMR Holdings	Zorawar Kalra Founder & Managing Director, Massive Restaurants



Sucharita Mukherjee, 38

CEO, IFMR Holdings
Education: IIM-Ahmedabad
Previous jobs: Morgan Stanley, Deutsche Bank

Claim to fame: Passionate about financial inclusion and credited with introducing various innovative products in the micro-finance space

Who I want to be when I am 50: I want to be someone who has made a better world for my children, a world where everyone may not be equally successful or prosperous, but certainly a world where everyone has an equal chance to make their dreams happen. I want to be fit as a fiddle, and if I could be a true friend to my daughters, I would be thrilled. My husband is my best friend, my love and my source of inspiration and we will continue to make a better world together

Success to me is: Happiness and passion. If you are excited about what you do, you will certainly be successful

THE BEST ADVICE I EVER GOT: FOLLOW YOUR HEART. NEVER JUDGE YOURSELF OR OTHERS BY HOW MUCH YOU OR THEY GET COMPENSATED, YOU MIGHT UNDERVALUE OR OVERVALUE YOURSELF

Harsha Vardhan Agarwal, 40

Director, Emami
Education: St Xavier's College, Kolkata

Claim to fame: Led Emami's acquisition of Zandu and Kesh King

Success to me is: Success is when you look back at your life and the memories make you smile

THE BEST ADVICE I EVER GOT: YOU WILL NEVER KNOW UNTIL YOU TRY



Amit Jain, 40

President, Uber India
Education: Stanford University
Previous jobs: Rent.com, TPG Capital, Nexeo Solutions, McKinsey & Company, Palm Inc, Deloitte Consulting

Claim to fame: Increased Uber's market share from 5% to 50%

Who I want to be when I am 50: Experience is the food for the brain and working with Uber is a rich meal. So I, for sure, see myself to be wiser when I am 50

Success to me is: Being able to live a simple, healthy, happy and uncomplicated life

THE BEST ADVICE I EVER GOT: IS SUMMARISED IN A QUOTE BY HENRY WADSWORTH LONGFELLOW: "THE HEIGHTS BY GREAT MEN REACHED AND KEPT WERE NOT ATTAINED BY SUDDEN FLIGHT, BUT THEY, WHILE THEIR COMPANIONS SLEPT, WERE TOILING UPWARD IN THE NIGHT"



Deepak Garg, 34

Founder and CEO, Rivigo
Education: IIM Lucknow
Previous jobs: McKinsey & Company, Geometric

Claim to fame: Lowered transit times by 50-70% compared to other logistics operators

Who I want to be when I am 50: I want to materially contribute to build India into world superpower

Success to me is: Creating impact at scale

THE BEST ADVICE I EVER GOT: IT'S ALL IN THE MIND



Gaurav Sood, 38

Managing Director, Solairedirect Energy India
Education: Masters, Technology, Pune University
Previous jobs: Kalyani group, ICICI Prudential Life Insurance, Technology Network, Trident

Claim to fame: Set up Solairedirect's operations in four states and turned it into one of the most competitive solar power producers in India

Who I want to be when I am 50: The next decade undoubtedly belongs to India and when I am 50, I hope to have significantly contributed to building this opportunity for India

Success to me is: Setting audacious goals and striving hard to achieve them. Failures are an important part of success, as long as one is ready to learn from them



THE BEST ADVICE I EVER GOT: DEVIL IS IN THE DETAIL



Vishal Kampani, 39

Managing Director, JM Financial
Education: London Business School

Claim to fame: Launched JM's asset reconstruction business in 2008 and real estate finance business in 2009

Who I want to be when I am 50: I live each day as it comes

Success to me is: Relative

THE BEST ADVICE I EVER GOT: DON'T GET ENVIOUS OF OTHER'S SUCCESS, THAT LEADS TO INSECURITY AND UNHAPPINESS



Devansh Jain, 29

Whole-time Director, Inox Wind
Education: Carnegie Mellon University, Pittsburgh

Claim to fame: Spearheaded the Inox group's foray into the new business of renewable energy

Who I want to be when I am 50: Someone people emulate and want to be

Success to me is: Setting new boundaries

THE BEST ADVICE I EVER GOT: LUCK FOLLOWS HARD WORK, PASSION AND RESILIENCE

Manu Jain, 37

India Head, Xiaomi
Education: IIM-Kolkata
Previous jobs: Jabong, DINK Couple, McKinsey & Company, Headstrong Services

Claim to fame: Built Xiaomi into third-biggest smartphone brand in the online segment with almost zero ad spend

Who I want to be when I am 50: At 50, I would like to spend majority of my time trying to make a difference to the society. I would like to be closely involved in a few projects that will impact the life of the common man of our country. Ideally, something similar to what Nandan Nilekani is doing with Aadhaar, UPI and other projects

Success to me is: People remembering you for your positive contribution even after you are gone. About 15 years ago, I got a chance to meet Shiv Khhera - author of book 'You Can Win'. He quoted Ralph Waldo Emerson - "When you were born you were crying and everyone else was smiling. Live your life in such a way that at



Mithun Sundar, 35

Senior Director, Strategy, Pepsico
Education: J.L. Kellogg Graduate School of Management, Northwestern University
Previous jobs: McKinsey & Company, Hindustan Unilever

Claim to fame: Instrumental in revamping Pepsico's sales and marketing practice in India

Who I want to be when I am 50: I would love to mirror the enthusiasm my dad shows well past his 50th. Someone with the experience that comes with age, the ambition of a 25-year-old and the energy of a 5-year-old

Success to me is: Leaving the patch of the world I touch a little more inspired than before I showed up

THE BEST ADVICE I EVER GOT: DON'T CONFUSE ACTIVITY WITH ACHIEVEMENT



the end, you are the one who is smiling and everyone else is crying." This has really helped me define my definition of success. I would like to be remembered for having made an impact on the society, the people, around me

THE BEST ADVICE I EVER GOT: WHEN I WAS STILL A STUDENT MY MOTHER TOLD ME LIFE IS ABOUT FINDING A BALANCE BETWEEN HAPPINESS AND PROGRESS. A PERSON SHOULD BE SATISFIED ENOUGH TO BE HAPPY, BUT DISSATISFIED ENOUGH TO PROGRESS

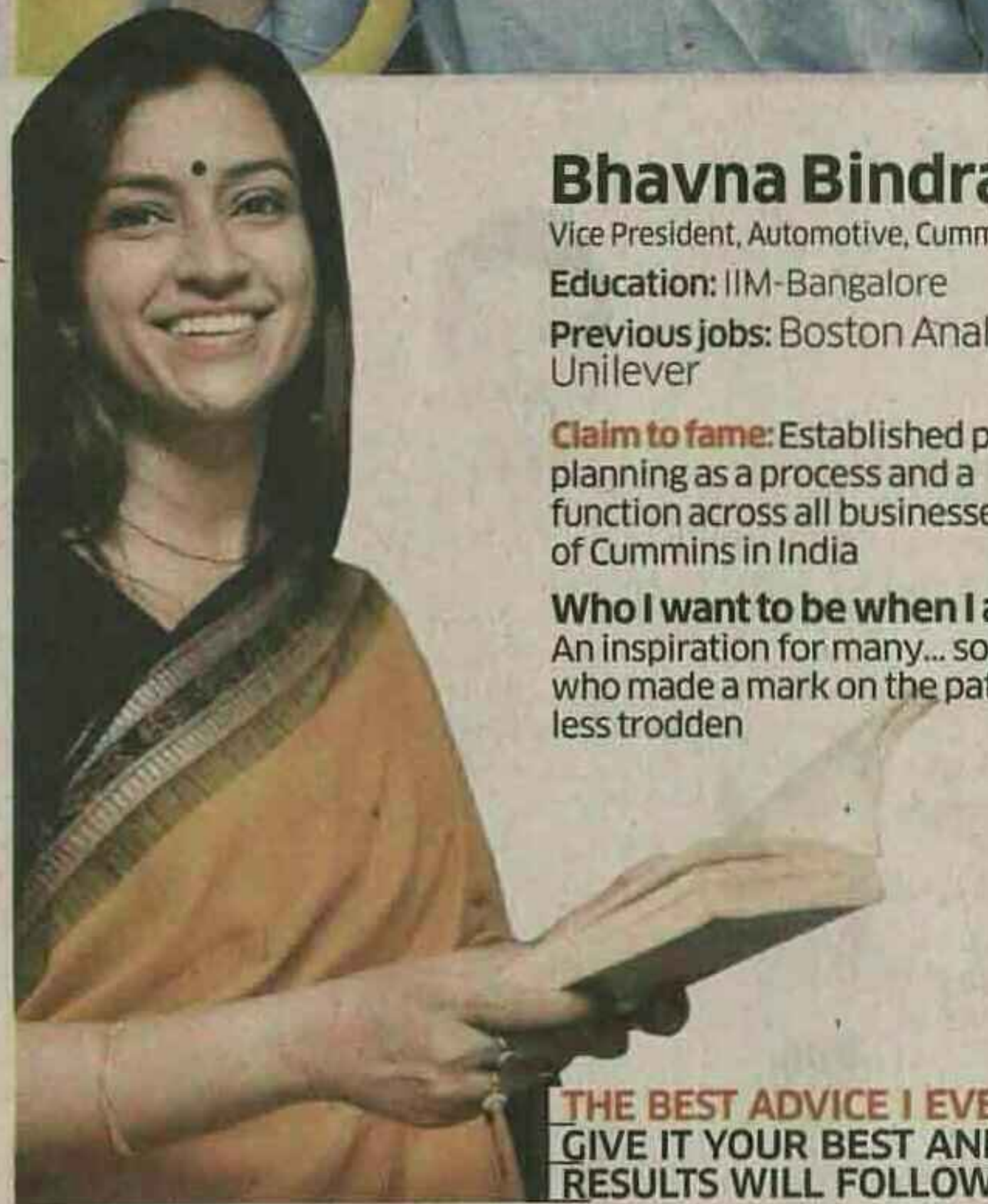
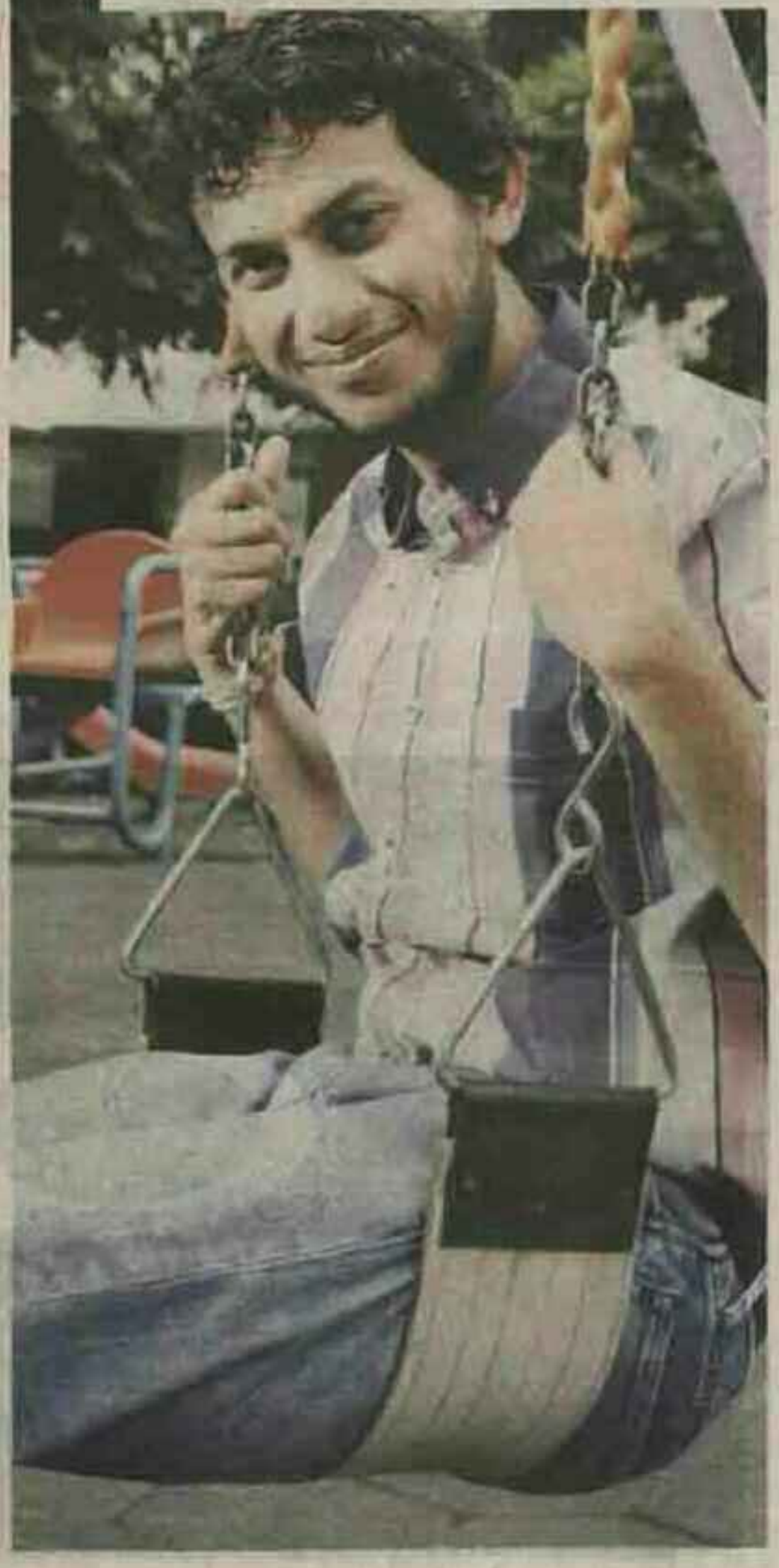
Ritesh Agarwal, 22

Co-founder, OYO Rooms
Education: Tourism and Hospitality Skill Council has selected Oyo to train and certify hospitality manpower across the country

Who I want to be when I am 50: I want to be known for building the world's largest real estate efficiency brand

Success to me is: Has to be earned every day

THE BEST ADVICE I EVER GOT: FOCUS ON BUILDING YOUR TEAM - SURROUND YOURSELF WITH SMART PEOPLE



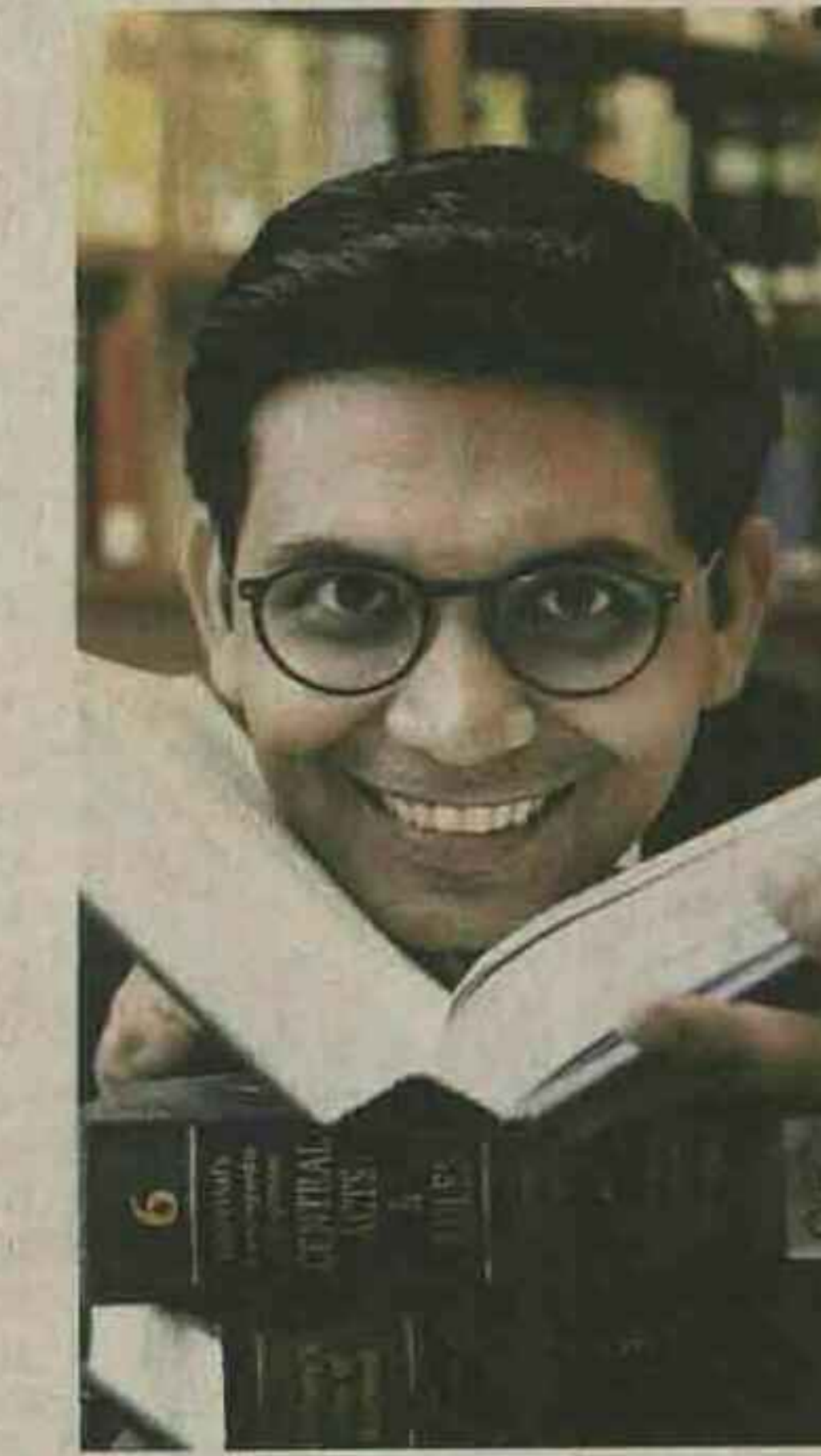
Bhavna Bindra, 39

Vice President, Automotive, Cummins India
Education: IIM-Bangalore
Previous jobs: Boston Analytics, Unilever

Claim to fame: Established product planning as a process and a function across all businesses of Cummins in India

Who I want to be when I am 50: An inspiration for many... someone who made a mark on the path less trodden

THE BEST ADVICE I EVER GOT: GIVE IT YOUR BEST AND THE RESULTS WILL FOLLOW



Aakash Choubey, 33

Partner, Khaitan & Co
Education: National Law School of India University, Bangalore
Previous jobs: AZB & Partners, Nishit Desai Associates, Amarchand & Mangaldas & Suresh A Shroff & Co

Claim to fame: Became a full equity partner at Khaitan & Co at the age of 28, one of the youngest non-family professionals to do so

Who I want to be when I am 50: One of the most well-recognised and admired M&A lawyers in the country

Success to me is: Improving relentlessly. Making your tomorrow better than today

THE BEST ADVICE I EVER GOT: DON'T CHASE SUCCESS, IT IS A BY-PRODUCT OF PERSISTENCE AND HARD WORK

Ashish Goel, 37

Founder and CEO, Urban Ladder
Education: IIM-Bangalore
Previous jobs: Amar Chitra Katha Media, McKinsey & Company

Who I want to be when I am 50: A better person

Success to me is: Happiness

THE BEST ADVICE I EVER GOT: LIFE IS TOO SHORT TO WORRY ABOUT SMALL THINGS



Amitabh Mall, 38

Partner & Director, Boston Consulting Group
Education: IIM-Bangalore
Previous jobs: None

Claim to fame: Member of CII Pro Bono Task Force to drive volunteerism in India

Who do I want to be when I am 50: A professional whose views matter. A leader who people love to follow. An author who is passionate about writing. An individual who is admired and loved by his family. A human being who makes a meaningful difference in people's lives

Success to me is: Feeling satisfied that I have done my best

THE BEST ADVICE I EVER GOT: SEEK IMPERFECTIONS IN PEOPLE, INVEST IN THEM AND HELP THEM BECOME MORE THAN THEY THINK THEY CAN BE. CREATE YOUR OWN STARS AND THEY WILL FOLLOW YOU NO MATTER WHAT



Nisaba Godrej, 38

Executive Director, Innovation, Godrej Consumer Products
Education: Harvard Business School

Claim to fame: Is the point person for operations of the Godrej Family Council

Success to me is: Seeing my son happy and Godrej flourishing

THE BEST ADVICE I EVER GOT: LIFE IS A MARATHON, NOT A SPRINT



Ankit Mathur, 32

Co-founder, Greenway Grameen Infra
Education: IIM-Ahmedabad

Claim to fame: Set up Greenway's manufacturing facility, which produces India's largest selling bio-mass stoves, which have replaced traditional mud stoves in rural areas

Who I want to be when I am 50: It's still some time away and it's difficult to say who I would want to be then. But what I do know is that I would not want to lose any of my curiosity and energy

Success to me is: Making a meaningful dent towards solving some of our bigger, basic problems

THE BEST ADVICE I EVER GOT: YOU DON'T KNOW TILL YOU DON'T TRY

Sanjeev Jha, 33

Director and Head of Global Markets, Bank of America Merrill Lynch

Education: IIM-Kolkata

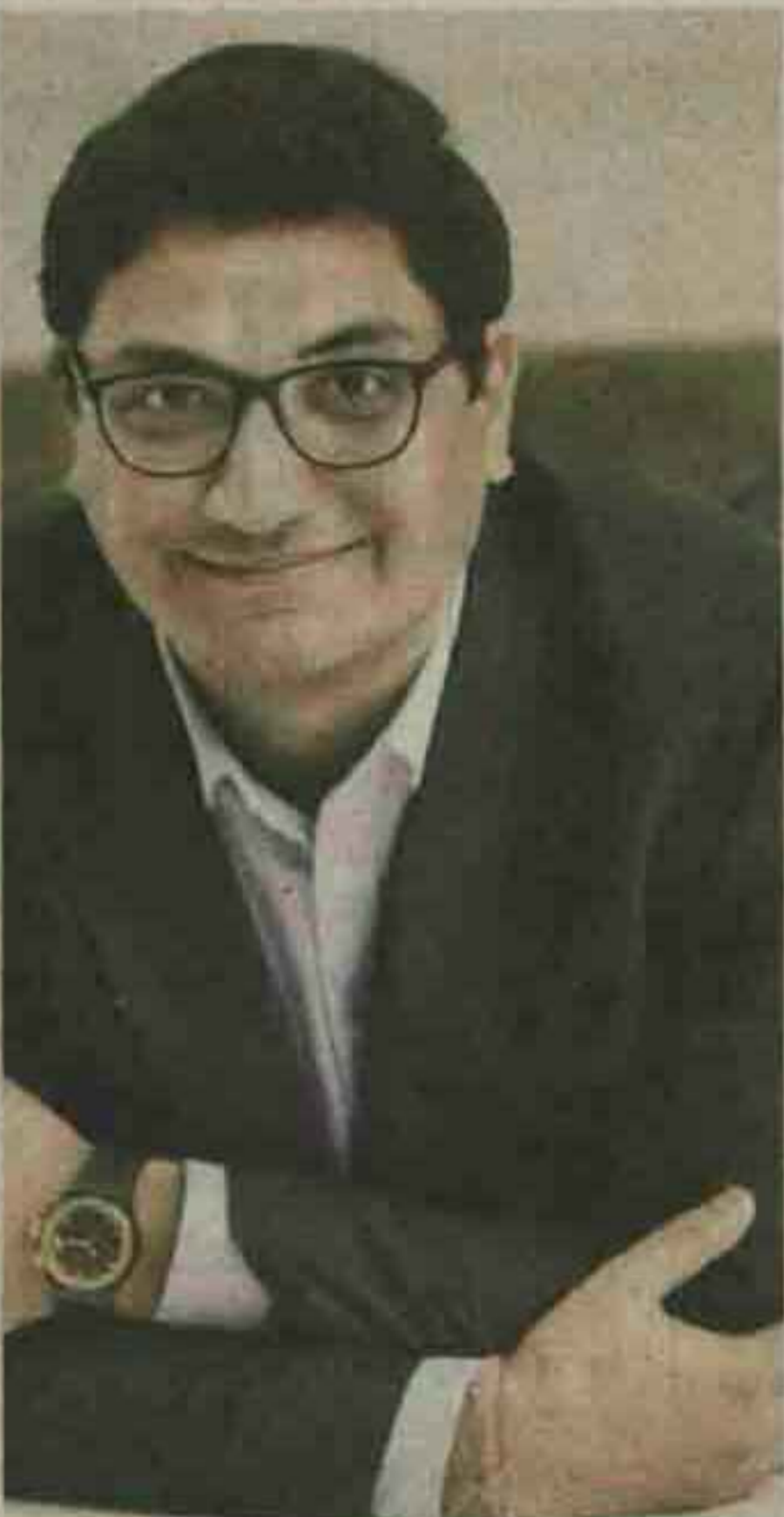
Previous jobs: Kotak Mahindra Capital

Claim to fame: Played a key role in formulating offer for sale guidelines for stock exchanges

Who I want to be when I am 50: In a public office or working with the government to implement a flagship social/financial project

Success to me is: Bringing my 'A' game to every situation & raising the bar each time for myself

THE BEST ADVICE I EVER GOT: VERY IMPORTANT TO GET THE RIGHT MIX OF CONTENT AND AGGRESSION - HAVING ALL THE KNOWLEDGE BUT NO AGGRESSION MAKES YOU BORING AND AGGRESSION WITHOUT CONTENT MAKES YOU ANNOYING



Byju Raveendran, 36

Founder, Byju's The Learning App
Education: Government Engineering College, Kannur

Claim to fame: Creating an app that has changed the way students learn

Success to me is: Making an impact



Arunabh Kumar, 33

Founder & CEO, The Viral Fever & TVF Media Labs

Education: IIT-Kharagpur

Previous jobs: Morgan Stanley, Deutsche Bank

Claim to fame: First to start the business of branded online content in India

Who I want to be when I am 50: Walt Disney

Success to me is: Becoming Walt Disney

THE BEST ADVICE I EVER GOT: ALL OUR DREAMS CAN COME TRUE, IF WE HAVE THE COURAGE TO PURSUE THEM



Rishad Premji, 40

Chief Strategy Officer, Wipro
Education: Harvard Business School

Previous jobs: Bain & Company

Claim to fame: Built an ecosystem to give Wipro an edge in next-gen technologies such as big data, machine learning and internet of things

Who I want to be when I am 50: I try and live each day to its fullest and not over plan the future

Success to me is: Giving your best, always

THE BEST ADVICE I EVER GOT: THERE IS NO SUBSTITUTE FOR HARD WORK



Anuj Ranjan, 37

Managing Partner, Brookfield Asset Management India

Education: Richard Ivey School of Business, University of Western Ontario

Previous jobs: Strategem Properties, ACI Worldwide (Canada)

Claim to fame: Responsible for bringing Brookfield, one of the world's largest investors, to India

Who I want to be when I am 50: I want to be doing the same thing... just with more grey hair

Success to me is: Peace of mind, both personally and professionally

THE BEST ADVICE I EVER GOT: "THE ONLY THING WORSE THAN MAKING A BAD DECISION, IS NOT MAKING A DECISION AT ALL." FROM MY BOSS AND MENTOR CYRUS MADON



ND Sashank, 29

Co-founder and CEO, Practo
Education: National Institute of Technology, Karnataka

Claim to fame: Started Practo while still in final year of college and built it into a company that has 60 million users

Who I want to be when I am 50: The most important goal for me is to make an impact on the lives of people across the globe with my work.

Success to me is: Ability to grow as an individual and help others around you grow. It is also critical to not just focus on learning, but also to apply your learnings and increase the pace of learning

THE BEST ADVICE I EVER GOT: 'IF YOU GIVE YOUR 100%, YOU CAN EXPECT YOUR TEAM TO WORK 70%' - THIS IS SOMETHING MY MOM TOLD ME IN MY FIRST YEAR AS AN ENTREPRENEUR



Rahul Shinde, 38

Managing Director, KFC Indian Subcontinent, Yum! Restaurants

Education: PhD in industrial engineering, University of Wisconsin - Madison

Previous jobs: JC Penny Corporation, McKinsey & Company

Claim to fame: Turned the brand around from negative to positive growth this year

Who I want to be when I am 50: Too early to think about it

Success to me is: When the team wins and is recognised

THE BEST ADVICE I EVER GOT: YOU ARE ONLY AS GOOD AS YOUR TEAM



Kavin Bharti Mittal, 29

Founder and CEO, Hike Messenger

Education: Imperial College, London

Previous jobs: AppSpark

Claim to fame: Created India's largest mobile internet company, which now has 100 million users

Who I want to be when I am 50: To soon to say

Success to me is: Making a meaningful impact on the world around me

THE BEST ADVICE I EVER GOT: BE GRATEFUL, EVERY STEP OF THE WAY



Adar Poonawala, 35

CEO and Executive Director, Serum Institute of India

Education: Bachelors in Management, University of Westminster

Claim to fame: Pledged \$15 million last year to clean up Pune city

Who I want to be when I am 50: A successful businessman & philanthropist without having had to compromise most importantly on integrity and principles

Success to me is: Making people's lives better, whether it is through protecting them from life threatening diseases or making the environment and infrastructure better

THE BEST ADVICE I EVER GOT: MAINTAIN YOUR INTEGRITY NO MATTER WHAT, EVEN IF IT IS AT THE COST OF BUSINESS LOSS OR PERSONAL LOSS

Deepak Gaur, 39

Managing Director, SAIF Partners

Education: IIM-Lucknow

Previous jobs: McKinsey & Company, IBM Global Services

Claim to fame: Raised India-dedicated funds of \$350 million each in 2011 and 2015 and increased team size five-fold

Who I want to be when I am 50: Somebody who is more active and fitter than today.

Success to me is: Not repeating past mistakes but having the drive to make new ones

THE BEST ADVICE I EVER GOT: TRUST YOUR INTUITION AND ACT SWIFTLY ON IT



Ashish Rajvanshi, 32

Senior Vice President, Strategy & Chairman Office, Adani Group

Education: IIM-Ahmedabad

Previous jobs: Booz & Company

Claim to fame: Shaped Adani Group's business transformation strategy as a consultant with Booz & Company, then transitioned to a role within the group with ease

Who I want to be when I am 50: A mentor to young generation entering the workforce and pursuing entrepreneurial ventures

Success to me is: To bring about a positive change in the world

THE BEST ADVICE I EVER GOT: HAVE THE COURAGE TO FIGHT FOR A CAUSE AND BRING ABOUT A CHANGE, OR ACCEPT IT AS A GIVEN AND ADAPT



Ashwath Rau, 39

Partner, AZB & Partners

Education: National Law School of India University, Bengaluru

Previous jobs: Cyril Amarchand Mangaldas

Claim to fame: Sole member from India on the Investment Funds Committee of the International Bar Association

Who I want to be when I am 50: A better version of the person I am today, with more patience and wisdom. With more time to contribute to government policy initiatives and charity

Success to me is: Earning goodwill

THE BEST ADVICE I EVER GOT: MY LATE FATHER TOLD ME TO NEVER GET CARRIED AWAY BY THE TWIN IMPOSTORS, SUCCESS AND FAILURE. LEARN FROM THE MISTAKES AND TRY NOT MAKE THE SAME ONES AGAIN



Sudhir Sitapati, 39

Executive Director, Refreshments, Hindustan Unilever

Education: IIM-Ahmedabad

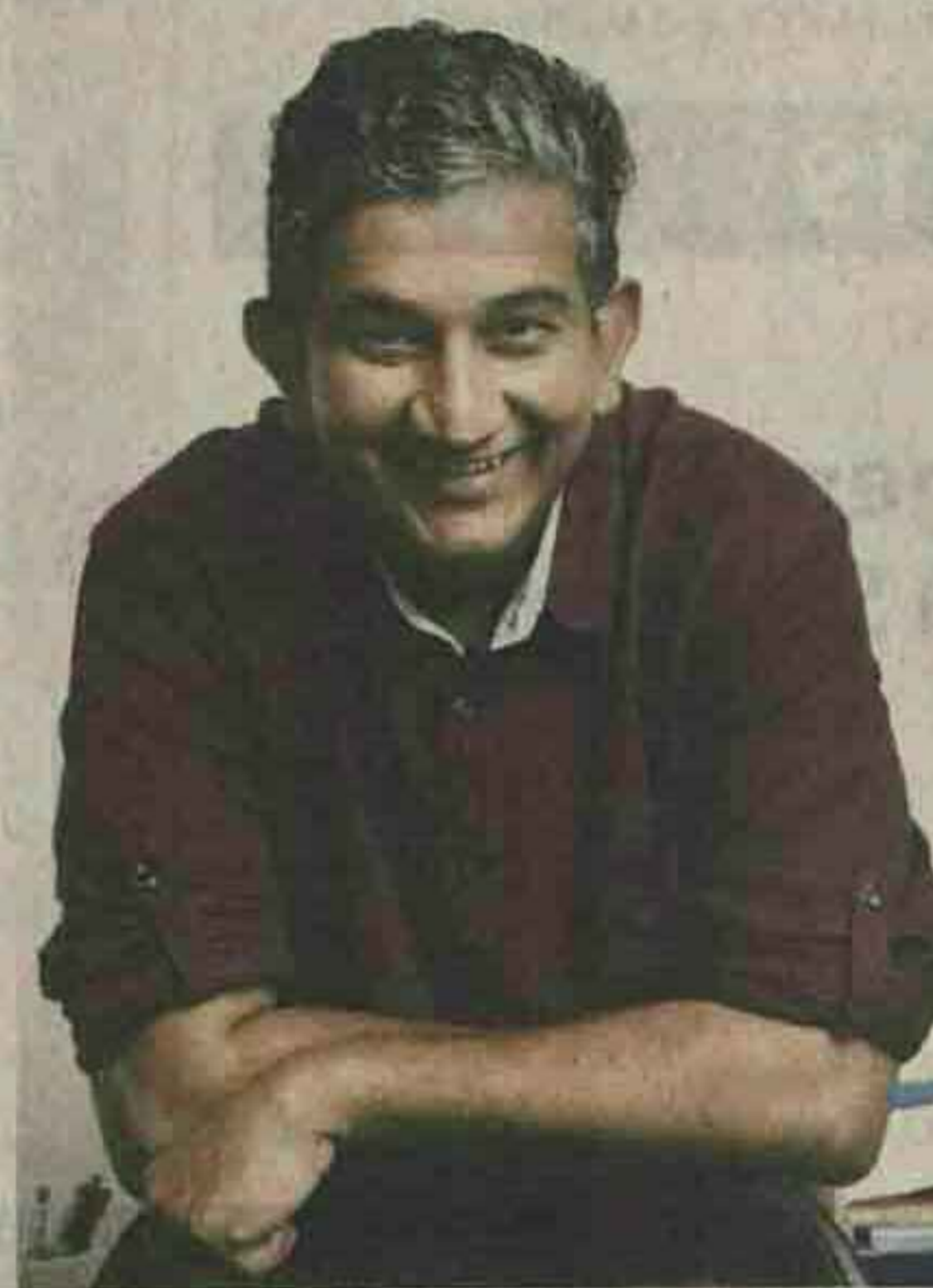
Previous jobs: None

Claim to fame: Promoted Lifebuoy at the Kumbh Mela for 30 days by heat stamping "Lifebuoy se haath dhoye kya?" on rotis

Who I want to be when I am 50: Calmer and more content

Success to me is: An insecurity that needs to be satiated

THE BEST ADVICE I EVER GOT: BULLFIGHT CRITICS ROW ON ROW; CROWD THE ENORMOUS PLAZA FULL BUT ONLY ONE IS THERE WHO KNOWS; AND HE IS THE ONE WHO FIGHTS THE BULL



Kartik Sheth, 39

Chief Innovation Officer, Head of Strategy and CEO for Data and Services, Bharti Airtel

Education: IIT-Kharagpur

Previous jobs: Lakme Lever, McKinsey & Company, Mahindra British Telecom

Claim to fame: Incubated and grew new revenue in low ARPU market streams through 4G, Wynk

Who I want to be when I am 50: Ten years younger

Success to me is: High impact delivered by challenging established models with a fun team

THE BEST ADVICE I EVER GOT: GREAT LEADERS DON'T SEE PROBLEMS, THEY SEE POSSIBILITIES



Lakshmi Venu, 33

Joint Managing Director, Sundaram Clayton

Education: PhD in Engineering Management from University of Warwick

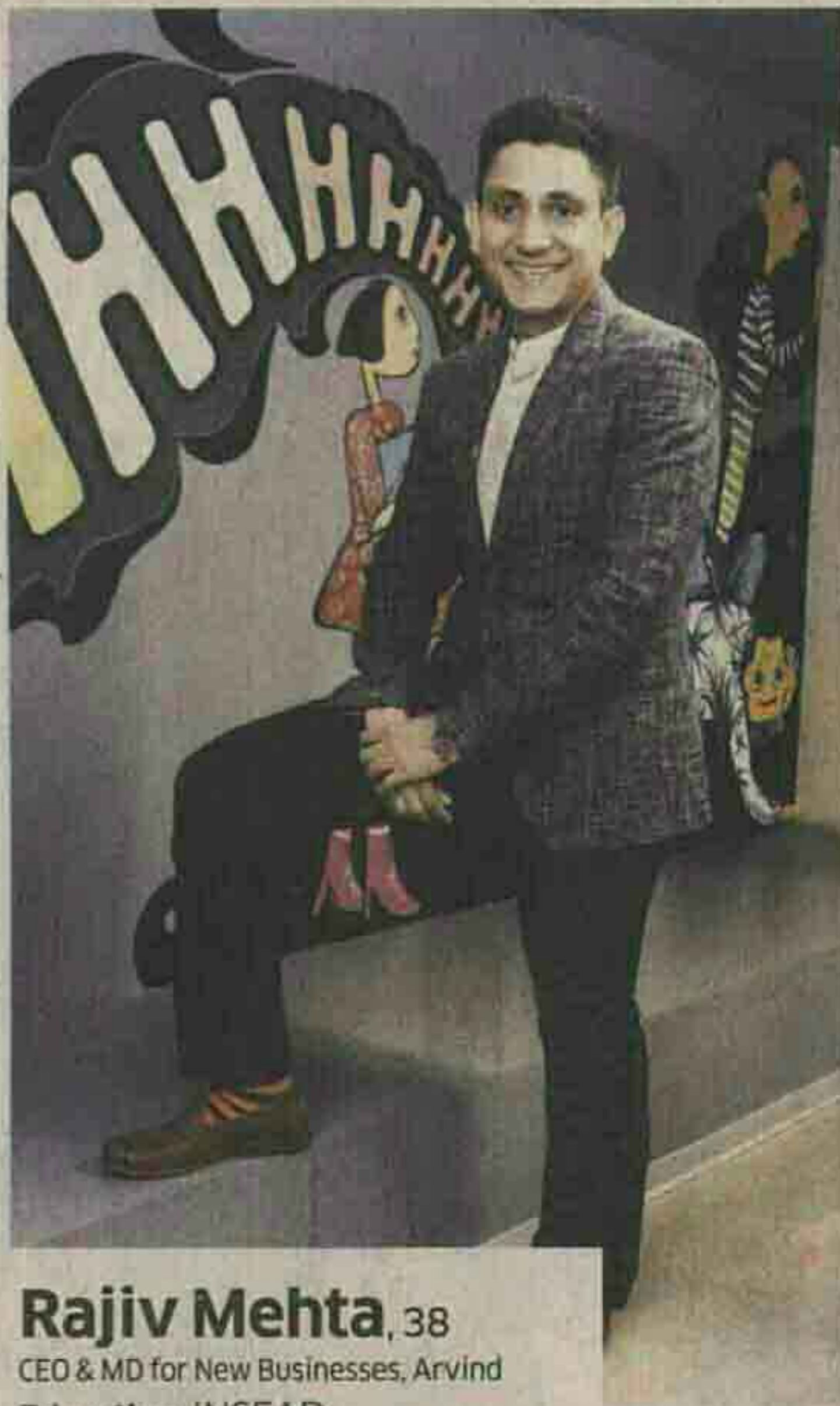
Previous jobs: TVS Motor Company

Claim to fame: Responsible for developing strategies and administering operations in the US for TVS Motor Company

Who I want to be when I am 50: A peaceful yet motivated person. The world is changing so rapidly, who knows where it might take us?

Success to me is: Knowing that I've given life my best shot

THE BEST ADVICE I EVER GOT: LISTEN TO AS MANY PEOPLE AND THEIR POINTS OF VIEW, BUT TAKE DECISION FOR YOURSELF



Rajiv Mehta, 38

CEO & MD for New Businesses, Arvind

Education: INSEAD

Previous jobs: Puma SE, BOC India

Claim to fame: Established Puma in India and turned it into a \$120-million brand

Who I want to be when I am 50: MD of a multi-billion dollar organisation or a successful entrepreneur, founder CEO of an FMCG company

Success to me is: Two-fold. When you have enough to offer your children the best education possible and when people want to work with you no matter which company you may be working for

THE BEST ADVICE I EVER GOT: BE A BETTER VERSION OF YOURSELF WITH EACH PASSING YEAR BY AMASSING DIFFERENT EXPERIENCES RATHER THAN MATERIAL WEALTH



Ankit Bhati, 29

Co-founder and CTO, Ola

Education: IIT-Bombay

Claim to fame: Created tie-ups with financiers and car manufacturers to assist drivers buy their own cars and become entrepreneurs