

LEADERSHIP, TECHNOLOGY & TRANSFORMATION



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WHY YOUR 'WORK HARDER' HABIT IS ACTUALLY KILLING YOUR CAREER GROWTH

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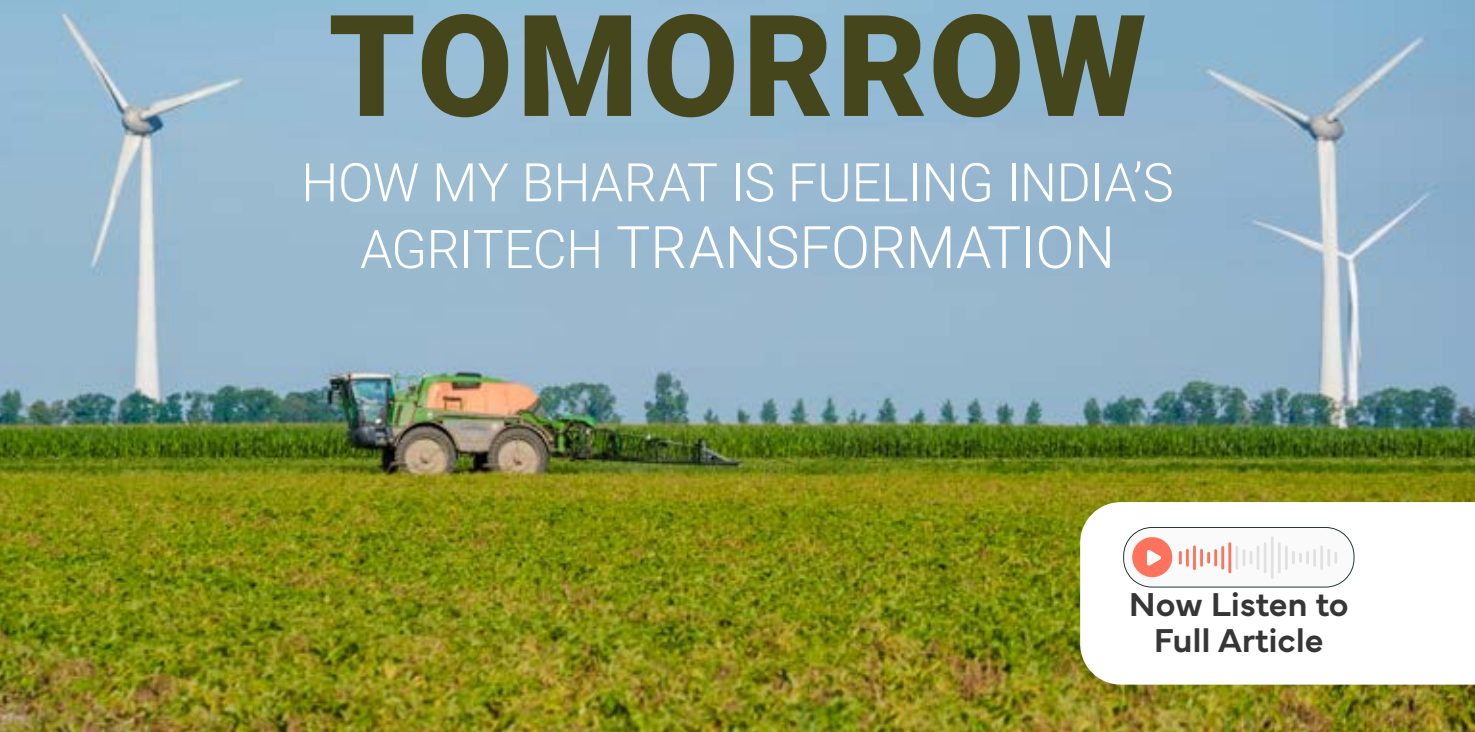
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CULTIVATING TOMORROW

HOW MY BHARAT IS FUELING INDIA'S AGRITECH TRANSFORMATION



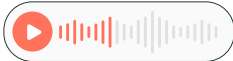
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Agriculture remains foundational to the nation's socio-economic landscape, with nearly half of the workforce dependent on farming. To address longstanding challenges like fragmented landholdings, climate variability, low mechanization, and market volatility, the Government's approach emphasizes technology adoption, data-driven decision-making, and scalable digital systems, all aligned with India's long-term development roadmap towards 2047.



VENKAT LAKSHMINARASIMHA
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FROM ZERO TO BILLABLE


BUILDING HIGH-IMPACT TALENT TEAMS THAT DELIVER FROM DAY ONE



Traditional talent models were designed for stability. Structured onboarding, gradual exposure, and linear development paths defined how employees transitioned into roles. But business realities have changed.



VISHAL CHAUDHARY
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LEADERSHIP IN THE AGE OF MULTIPLE WORLDS

WHAT MODERN BUSINESS STRATEGY ACTUALLY DEMANDS.

For decades, leadership was understood through a relatively simple lens; one role, one organization, one direction. A leader built a company, managed a team, and scaled within a defined structure. But the professional landscape of 2026 looks fundamentally different, and the demands it places on leaders, particularly young ones entering the workforce, have shifted in ways that most traditional frameworks have not yet caught up with.



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PAVITHRA ADDANKI
FOUNDER & CEO
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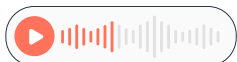
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MANAGING GLOBAL FINANCIAL OPERATIONS FROM INDIA

HOW GCCS ARE REWIRING THE FINANCE NERVE CENTER

Managing compliance across multiple countries demands a deep understanding of varied tax regimes, reporting structures, and statutory deadlines. GCC finance teams in India now routinely handle VAT/GST reporting across regions, transfer pricing documentation, country-by-country reporting (CbCR), SOX control testing, and internal audit preparation.

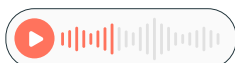


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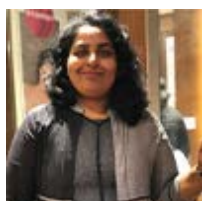
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THE DEATH OF JOB DESCRIPTIONS

WHY CONSULTING FIRMS ARE MOVING TO SKILLS BASED HIRING

Today, projects evolve faster than organizational structures. Technology cycles are shorter, client expectations are dynamic, and cross-functional problem-solving has become central to delivery. In this environment, static job descriptions struggle to keep pace with the skills organizations actually need.



KAVITHA VINAYAGAM
SENIOR DIRECTOR- HUMAN RESOURCE
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CRM ISN'T ENOUGH

WHAT ACTUALLY IMPROVES SALES EFFECTIVENESS

Technology has become central to modern sales, but its impact is often overstated when viewed in isolation. CRM platforms, AI-driven insights, and automation tools undeniably offer measurable advantages improving visibility, accelerating decision-making, and enabling scale. When implemented effectively, CRM systems can drive significant revenue uplift, while AI and automation can streamline workflows and unlock productivity gains. However, these outcomes are not automatic.

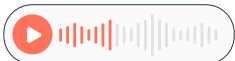


ROHIT TIWARI
SR. DIRECTOR - SALES & MARKETING,
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THE AI FATIGUE PROBLEM

ARE ENTERPRISES DOING TOO MUCH AI TOO FAST?



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As AI investments increase, leadership teams are under mounting pressure to justify outcomes. Boards and stakeholders expect measurable business impact, whether through productivity gains, cost optimization, revenue growth, faster decision-making, or improved customer experiences.



ANANTHAKRISHNAN BALASUBRAMANIAN
SENIOR DIRECTOR
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CRAFT YOUR PURPOSE

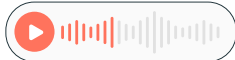

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White advocates that we envisage purpose as something we form rather than find. In fact, Ross argues that the “seeds of purpose” are within us. Activities or ideas that interest or spur us can potentially become our purpose if we invest in exploring them further. According to Ross, “Purpose requires cultivation.”



ARUNA SANKARANARAYANAN
PSYCHOLOGIST AND WRITER

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OWNERSHIP IS THE NEW CURRENCY IN ENTERPRISE IT

In contrast, high-performing IT organizations create environments where employees feel trusted to solve problems holistically rather than simply execute instructions mechanically. Leadership therefore becomes a key enabler of ownership-driven cultures.



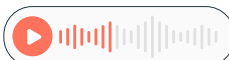
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AI-FIRST GLOBAL CAPABILITY CENTERS



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REDEFINING ENTERPRISE VALUE THROUGH INTELLIGENT OPERATIONS

For decades, the primary purpose of GCCs was operational efficiency. Finance processing, HR support, IT maintenance, and transactional tasks formed the backbone of their mandate. Over time, GCCs expanded into analytics, R&D, cybersecurity, and product engineering. With AI entering the picture, the next leap is underway: GCCs are now becoming AI-first environments where intelligent systems are embedded into everyday workflows.



KUMAR RAJAGOPALAN
VICE PRESIDENT,
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WINNING GCC DEALS REQUIRES INTERNAL ALIGNMENT, NOT JUST EXTERNAL MESSAGING

As GCCs evolve from cost-focused delivery centers into strategic enterprise hubs, clients are evaluating partners far more deeply than before. They are no longer assessing only capability statements; they are assessing organizational readiness.



RANJINI RAJASHEKARAN
SENIOR DIRECTOR, LEARNING & DEVELOPMENT
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WHO ARE YOU, REALLY?




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We are human beings with unique characteristics that define us. We are all made differently. We all tend to act differently according to the situations. There is goodness inside everyone. There is a positive attitude in everyone that kicks in when we are face to face with adverse situations. The instinct just comes in when there is a need.



SHALINI SOLOMON
HEAD - PEOPLE AND VALUES
KAZH FINTECH PVT. LTD.

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A Mothers Silent Strength

The Story We Often Forget to Hear




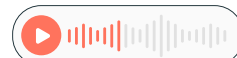
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From our earliest memories, mothers become the steady presence behind everything we are. They celebrate our smallest victories, protect us during our hardest days, and continue giving even when they themselves feel exhausted.



NISHI MAYANK
FOUNDER
MANOBAL

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FROM SPREADSHEETS TO SYSTEMS

RE-ARCHITECTING GLOBAL FINANCE FUNCTIONS

Transformation therefore requires strong executive sponsorship and long-term organizational commitment. The most successful organizations treat finance modernization not as an IT initiative, but as a business transformation initiative.



SATHYANARAYANAN KALYANASUNDARAM
EXECUTIVE DIRECTOR,
SHARED SERVICES- US FINANCE CONTROLLER
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Why Your **'Work Harder'** Habit Is Actually Killing Your Career Growth

When you treat your career as a marathon you must sprint, you don't just risk your mental health; you stall your growth. You cannot provide value as a strategic asset if your tank is empty. True career advancement isn't just about the work you do; it's about the resilience and self-awareness you bring to the role.



DR. NAGAMANI KRISHNAMURTHY
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