Methodology | Pg 08
NEXT100 Awards Process

Analysis | Pg 14
NEXT100 Winners: Beyond the Test Scores

ITNEXT

FOR THE NEXT GENERATION OF CIOs

A glimpse of the NEXT100 2018 Awards ceremony honoring 100 future CIOs

December 2018 | ₹100 | Volume 09 | Issue 07 | A 9.9 Group Publication
www.itnext.in | facebook.com/itnext9.9 | @itnext_

Go make it. We'll protect it.

We all have a mission. Core to our mission is protecting yours. It's why we focus on security from the beginning. Because of that, we're able to help protect every customer we serve. Whether you're pioneering advancements in healthcare or building the future of education, Google Cloud helps to keep your organisation safe.

See how we do it at **g.co/cloudsecureIN**

Google Cloud

Choosing to be in the right place at right time

An industry where technology usage is far more mature would love to have a leader who can find new ways of creating business differentiation. In contrast, an industry with lower level of technology penetration requires efficiency gain through automation and would love to see a fast and efficient execution man (or woman).

Shyamanuja Das

As we celebrate the 9th set of awardees of NEXT100 awards, I will like to join in congratulating the winners. At the same time, how much do I hate doing it (creating almost an anti-climax in an issue full of celebrations), I will fail in my duty as an editor if I do not sensitize you to this simple fact. That NEXT100—unlike most other awards—does not honor just achievements. It recognizes and honors potential. Past achievement, if anything, is one of the inputs to determining that potential. So, essentially, it is beginning of a journey; not the end of it.

While a NEXT100 award is a definite hallmark of that potential, we have seen not all winners have progressed on their career path in the same manner. Why? Is it flawed? Is it incomplete? Does the luck play a role? Or not everyone likes to take up that role—changing their profile? Or anything else?

What NEXT100 does is looks at common denominators of potential CIOs. Different industries, different organizations and different times require different kind of leadership. CIO leadership is no exception.

An industry where technology usage is far more mature would love to have a leader who can find new ways of creating business differentiation. In contrast, an industry with lower level of technology penetration requires efficiency gain through automation and would love to see a fast and efficient execution man (or woman). An old family owned company which wants to transform needs a great communicator who can carry people along. A brilliant strategist booming with new ideas may get just frustrated. But such a person would be a great asset for the CIO's team. Nature of industry, nature of organization, size, organization culture...each of these would contribute to determine who can be an effective CIO.

The onus of being at the right place at the right time and do the right thing is on the individual. That would probably explain why some get into the position faster and some do not—despite being extremely good in one or more aspects.

As the year 2020—that had, for long served as a distant future milestone—inches in, it is time to evaluate how your strategies have panned out. Have things changed the way you anticipated? Have they been very different?

So, is it time for Agenda 2025?

DECEMBER 2018
VOLUME 09 | ISSUE 06

Content

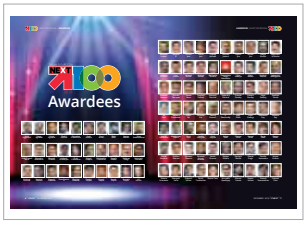
INDIA's FUTURE CIOs
NEXT100
2018

NEXT100 2018 WINNERS | PAGE 04-05

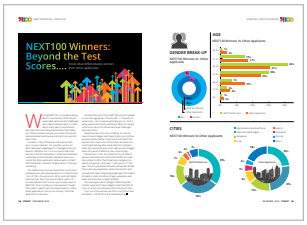
India's Future CIOs

Presenting the 9th batch of highly ambitious, energetic and talented NEXT100 Award winners

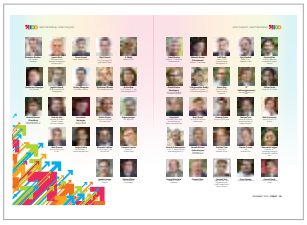
FOR THE LATEST TECHNOLOGY UPDATES GO TO IT NEXT.IN
FACEBOOK WWW.FACEBOOK.COM/ITNEXT9.9
TWITTER HTTP://TWITTER.COM/@ITNEXT_
LINKEDIN HTTPS://IN.LINKEDIN.COM/PUB/IT-NEXT/68/717/301



PAGE 06 - 07
Awardees



PAGE 14 - 18
Analysis



PAGE 19 - 21
Meet the Jury

PAGE 22 - 37
Event Coverage

PAGE 40 - 41
Quotable Quotes

IT NEXT
ITNEXT.IN

MANAGEMENT
Managing Director: Dr Pramath Raj Sinha
Printer & Publisher: Vikas Gupta

EDITORIAL
Managing Editor: Shyamanuja Das
Assistant Manager - Content: Dipanjan Mitra

DESIGN
Sr. Art Director: Anil VK
Art Director: Shokeen Saifi
Visualiser: NV Baiju
Lead UI/UX Designer: Shri Hari Tiwari
Sr. Designer: Charu Dwivedi

SALES & MARKETING
Director-Community Engagement: Mahantesh Godi (+91 98804 36623)
Brand Head: Vandana Chauhan (+91 99589 84581)
Senior Manager - Digital Engagement: Manan Mushtaq
Community Manager-B2B Tech: Megha Bhardwaj
Community Manager-B2B Tech: Renuka Deopa
Associate Brand Manager - Enterprise Tech: Abhishek Jain

Regional Sales Managers
North: Deepak Sharma (+91 98117 91110)
West: Prashant Amin (+91 98205 75282)
South: BN Raghavendra (+91 98453 81683)

Ad Co-ordination/Scheduling: Kishan Singh

PRODUCTION & LOGISTICS
Manager Operations: Rakesh Upadhyay
Asst. Manager - Logistics: Vijay Menon
Executive Logistics: Nilesh Shiravadekar
Logistics: MP Singh & Mohd. Ansari

Published, Printed and Owned by
Nine Dot Nine Mediaworx Pvt. Ltd.
Published and printed on their behalf by Vikas Gupta. Published at 121, Patparganj, Mayur Vihar, Phase - I,
Near Mandir Masjid, Delhi-110091, India.
Printed at Tara Art Printers Pvt Ltd., A-46-47, Sector-5, NOIDA (U.P.) 201301.

Editor: Vikas Gupta

COVER Design:
CHARU DWIVEDI

ADVERTISER INDEX

Google	IFC, IBC
Vodafone	BC

Please recycle this magazine and remove inserts before recycling

© ALL RIGHTS RESERVED: REPRODUCTION IN WHOLE OR IN PART WITHOUT WRITTEN PERMISSION FROM 9.9 GROUP PVT. LTD. (FORMERLY KNOWN AS NINE DOT NINE MEDIAWORX PVT. LTD.) IS PROHIBITED.

INDIA's FUTURE CIOs

NEXT 100

2018

India's Future CIOs

Presenting the 9th batch of highly ambitious, energetic and talented NEXT100 Award winners

INDIA's FUTURE CIOs

NEXT100 2018

Awardees

Bhushan Hukeri

Rajavali IC

Harish Jain

Smita Jain

Prasad Jakhadi

Sitaram Jankoti

Anand Jha

Bineet Jha

Aditya Khullar

Nagarajan Krishnan

Vaibhav Kulkarni

Anil Kumar

Ashwini Kumar

Krishna Kumar

Abhilasha Kundra

Pawandeep Singh Maniktala

Vijay Maurya

Rajiv Mishra

Krishna Mohan

Jaiganesh Murugesan

Bhavesh Nainani

Srinidhi Narayan

Vaman Nene

Praphull Paliwal

Bhavesh Panchal

Rajendra Panchal

Pranab Pandey

Rakesh Pandey

Sagar Pandey

Avadhut Parab

M Paul

Vaibhav Pendurkar

Rahul Rai

Sourabh Rai

Pankaj Ramani

P Ramireddy

Ajay Rane

Arpit Rastogi

Subhasish Roy

Subrato Roy

Sumith Sadanand

Muralidhar Sahoo

Shini Saju

Sandip Sannyasi

Abid Sayyad

Aniket Shah

Chetan Shah

Hemal Shah

Paras Shah

Reena Shahi

Harish Shankar

Krishan Sharma

Parveen Sharma

Ramesh Kumar Sharma

Sachin Sharma

Rajeev Shukla

Santosh Shukla

Dinesh Singh

Sandip Sonawane

Kumar Sridhar

Shweta Srivastava

Mangesh Sutar

Kalpesh Suthar

Rahul Tamhankar

Bhakti Tare

Aniruddh Upadhyay

Gaurav Verma

Rajeev Verma

Ganesh Viswanathan

Kalpesh Vora

674

Referee and supervisor feedback reports were received

5,462

IT managers registered for NEXT100 awards process

INDIA's FUTURE CIOs

NEXT100 2018

Awards Process

264
Applicants completed the psychometric tests

68%
of the winners have a job role that is international in scope

73%
of the winners work in Manufacturing, ITES, BFSI & Professional Services

56%
of winners work in organizations with total turnover of INR 1,000 crore or above

75%
of the winners have between 11 to 20 years of work experience

302
Total interviews conducted by the Jury members

55%
of the winners report to a C-level executive like CEO, CFO, MD or CIO

60%
of winners work in organizations with IT budget of INR 25 crore or above

75%
of winners are aged between 36 and 45

63%
of winners receive an annual compensation exceeding INR 20 lakhs

55%
of winners have more than 10 people reporting to them

33%
of winners work in organizations with more than 5,000 employees

Popular Qualifications

- Bachelors: Engineering & Technology, Management Studies, Computer Science, Computer Applications
- Masters: Engineering & Technology, Management Studies

Popular Hobbies

Music, Cricket, Travel, Reading, Cooking, Photography, Social Service

Popular Technology Expertise

IT Infrastructure & Management, Portals/Websites, Finance & Accounting, IT Security, Business Continuity & DR, HRM, Cloud & Virtualization, Mobile Applications, Business Intelligence

Popular Business & Management Expertise

Strategy Planning, Project & Program Management, Vendor Management, Customer Support & Service Management, Budgeting & Financial Management

Methodology

The selection process for the NEXT100 2018 commenced in June 2018 with a call for applications. The entire IT manager community was informed through a series of e-mails, print advertisements, and the social media. By the third week of August 2018, 5462 aspirants had registered for the process.

The selection of the award winners was done through a three-stage process, as in the past years. In the first stage, all award aspirants had to complete a detailed application form—and provide extensive personal and professional information, including education, technical skills and work experience. They also had to nominate referees who could support their claim for consideration for the award.

In the second stage, applicants took three psychometric tests. Apart from two tests to evaluate their personality profiles and leadership styles, which have been conducted every year, a new test was introduced this year to assess emotional quotient—increasingly becoming a key attribute for a leadership position. The tests were administered online by Paris-based Central Test International. Every applicant who completed the three tests received a free, personalized copy of the assessment reports for reference.

The NEXT100 jury members identified a set of criteria (including education, length and quality of work experience) to prepare a short list of candidates for the interview stage. Every shortlisted candidate was independently interviewed by two NEXT100 jury members.

Separately, independent recommendations were obtained for each candidate from the designated referees, including current supervisors.

The scores and evaluations assigned to all candidates in every stage of the selection process were input into a proprietary scoring model that assigns carefully calibrated weights to various factors. The final list of NEXT100 award recipients, listed in this book, is an outcome of this scoring model.

To ensure that the NEXT100 awards are completely fair and unbiased, no member of the IT NEXT editorial team was involved in the selection or elimination of the award winners, nor are editors and staff of IT Next magazine a part of the jury panel.

As in past years, the NEXT100 awards program draws on the knowledge and support of the CIO community. Forty nine senior executives who comprise the jury of the NEXT100 awards, collectively represent many hundreds of years experience in IT and corporate management, were involved as advisors, interviewers and selectors this year. The jury panel debated, deliberated and decided on the award winner selection process—and conducted detailed interviews of all shortlisted applicants.

Psychometric Tests

All aspirants for the NEXT100 awards take three psychometric evaluations—a personality test, a managerial style test and an emotional quotient test—that are administered by Paris-based Central Test. The results of the tests are factored into the total evaluation of the candidate. All candidates who take the evaluations receive detailed personalized reports that can be used for self development.

The Central Test Personality Inventory for Professionals (CTPI-R) test provides an assessment of work related personality traits that play a crucial role in performance. According to the test designers, CTPI-R conforms to the standards of scientific validation set out by the International Test Commission, and the American Psychological Association.

The workplace competencies are defined as "clusters of knowledge, skills and attitudes that are predictive of superior performance in a given job". According to Central Test, the competency scores in the CTPI-R are not a 'direct assessment' of competencies but an 'assessment of proximity' of the test taker to the profile of others who have demonstrated a high level of that specific competency.

The assumption behind this method of evaluation is that people with similar profiles will be more likely to exhibit similar abilities. As the scores are derived from an assessment of proximity to an ideal profile, they give an indication of the extent to which the candidate is psychologically inclined towards high performance on a specific competency. The score on each dimension of competency also provides an indication of the extent to which the person is trainable on each competency.

The second psychometric evaluation, the Management Style Inventory Test, assesses a candidate's aptitude for leadership— and identifies their managerial style. The test uses seven important management dimensions (Innovation, Global Vision, Conceptual, Reflective, Affiliation, Intervention and People-Orientation) to determine the proximity of the candidate's profile to typical management roles like Chief Executive, Motivator, Project Manager, Entrepreneur, Expert, Strategist and Executive Manager.

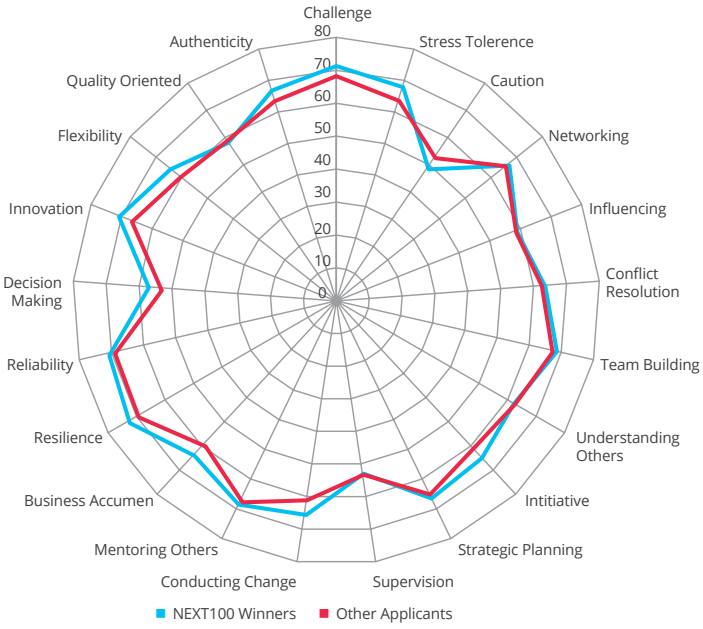
The third evaluation, Emotional Quotient test, introduced for the first time this year, assesses the ability to perceive, understand and manage one's own emotions and those of others—an essential leadership requirement in modern times.

The personality test measures four dimensions – intra-personal intelligence, personal development, self-assertion and leadership. The participants are measured across 12 parameters: adaptability, self-knowledge, self-motivation, self-control, assertiveness, self-confidence, inter-personal skills, self-esteem, optimism, resilience, mediation & influence, empathy & lucidity.

Workplace Competencies

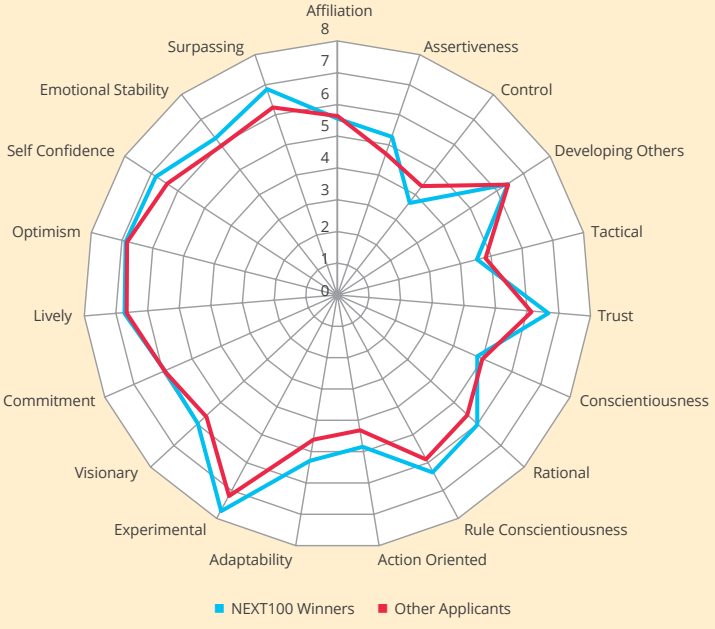
According to Central Test, the CTPI-R test has been standardized on an international group of 5,000+ working managerial professionals. The test uses a continuous scale of 0 to 100% to deduce 21 competencies that are relevant in the workplace. The conclusions are based on statistical studies and theoretical models.

The overall analysis of workplace competencies of NEXT100 applicants reveals that business acumen, stress tolerance, innovation, conducting change, challenge, decision making, initiative, and authenticity are attributes where winners have a significant lead. Like last year, the only attribute where non-winners have a significant lead over winners is caution. Maybe, in a demographically young country like India, caution is a bad word.



Personality Profile

The CTPI-R test provides an assessment of work-related personality traits that play a crucial role in performance. The test uses 114 questions to measure work personality across 19 dimensions. These dimensions are organized into four groups: People Management, Perception Mode, Self Management and Change Management. The test results are reported on a scale of 0 to 10, with 0 implying a low level and 10 implying a high level of conformance to the behavioral characteristic. As compared to other applicants, the winners lead in adaptability, surpassing, experimental, trust, assertiveness, rule conscientiousness and action-oriented. Non-winners lead significantly in control. Control probably is no more a requisite attribute of a good leader in the new era!

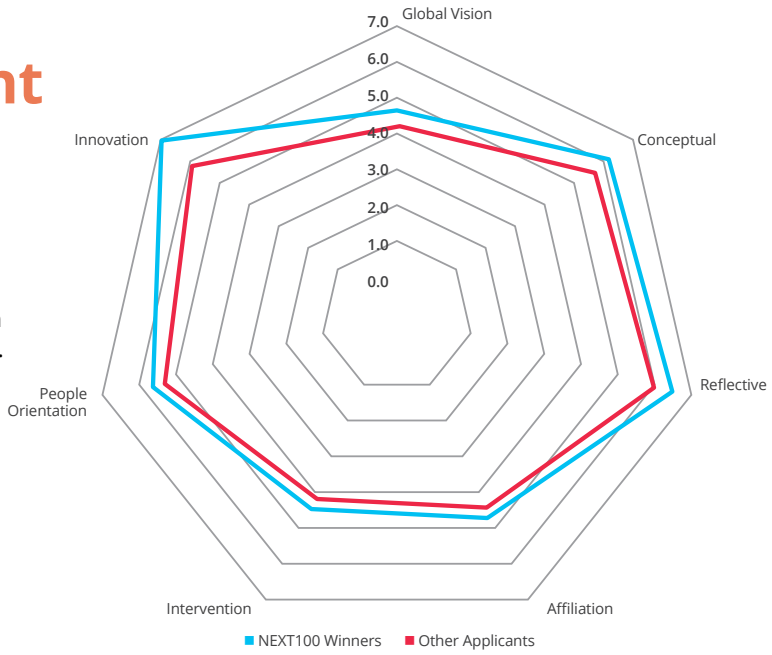


Affiliation	The tendency to be kind, affectionate and open towards others at work
Assertiveness	The tendency to express and defend one's opinions and rights in an open, yet correct manner
Control	The tendency to seek control of the course of events and have one's own way of doing things
Developing Others	The desire to support, mentor and encourage others to help them reach their potential and become more efficient
Tactical	The tendency to be tactical and diplomatic when dealing with others
Trust	The tendency to be trusting towards others
Conscientiousness	Carry out tasks in a thorough, meticulous and organised way
Rational	Refers to the way information is perceived and judgments made
Rule Conscientious	To strictly follow the rules and moral standards established by society
Action-oriented	To take initiative and risks, choose action over reflection even if there is uncertainty
Adaptability	The ability to accept change and novelty
Experimental	The desire to explore and innovate, sometimes to the detriment of existing solutions
Visionary	Tendency to understand trends and patterns, and anticipate future events
Commitment	To draw satisfaction from being dedicated and committed to one's job
Lively	Energetic, outgoing, cheerful and full of life
Optimism	Tendency to hold positive expectations and to easily recover from failures
Self Confidence	Believe in one's potential
Emotional stability	The ability to recognize one's own emotions and to control emotional reactions
Surpassing	The tendency to be ambitious, driven and competitive

Management Style

The Management Style Inventory test assesses a person's preferred style of leadership and management on seven dichotomous dimensions. Attributes like innovation, global vision, conceptual and reflective thinking, affiliation, intervention and people orientation are measured on a scale of 0 to 10, with 0 indicating a low level and 10 indicating a high level. The test has 49 questions in forced choice format, and the outcome is a graphical presentation of the inherent leadership qualities and management style.

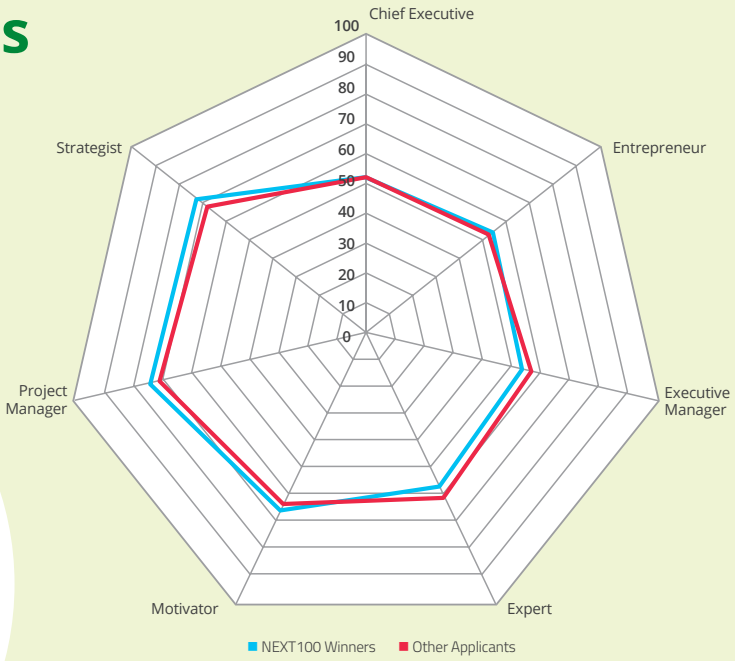
In all parameters, NEXT100 lead non-winners when it comes to management profile. It is only in innovation that they are significantly better.



Management Profiles

The Management Style test also provides an indication of how closely a candidate's profile conforms to a seven salient management roles viz. Chief Executive, Strategist, entrepreneur, Motivator, project manager Executive manager and Expert. The proximity to each role is measured on a scale of 0 to 100%.

It reveals that the winners were more of Strategist, Project Manager, and Motivator and less of Experts and Executive Managers.

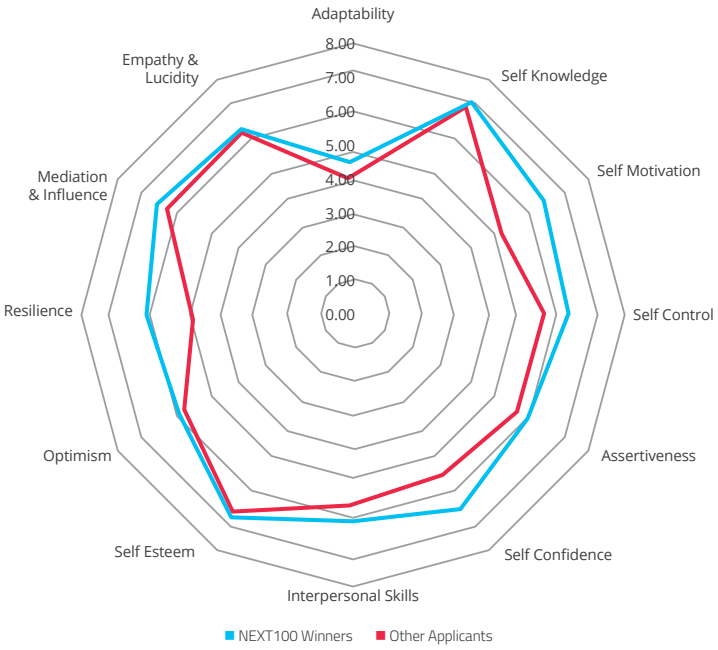


- **Global Vision** — To approach situations from a generalist rather than a specialist angle. Look at a project's objectives first before examining the technical, financial and human resource requirements. The priority is to develop a response, integrating the overall parameters
- **Conceptual** — To use theoretical concepts and analytical models to approach a problem or situation. This type of manager knows how to prepare for the future, plan for tomorrow, and thereby can anticipate problems
- **Reflective** — To exhibit a calm and collected composure, and maintain equanimity by controlling emotions. Since controlling the emotions is one of the keys to successful negotiations, the manager who is high on Reflective dimension sets a good example
- **Affiliation** — Endowed with a spirit of openness and a charisma that generates enthusiasm and motivation for the team
- **Intervention** — A tendency to work and make decisions independently, often with a managerial perspective. This type of supervision is perfectly suited to projects in their early stages, or in the event of structural changes or a crisis
- **People Orientation** — Places on priority the satisfaction of employees, team harmony, individual progress and, in general, the integration of a certain code of ethics in the enterprise
- **Innovation** — The ability to anticipate, to adapt and to "think outside the box" in order to come up with new approaches

Emotional Skills

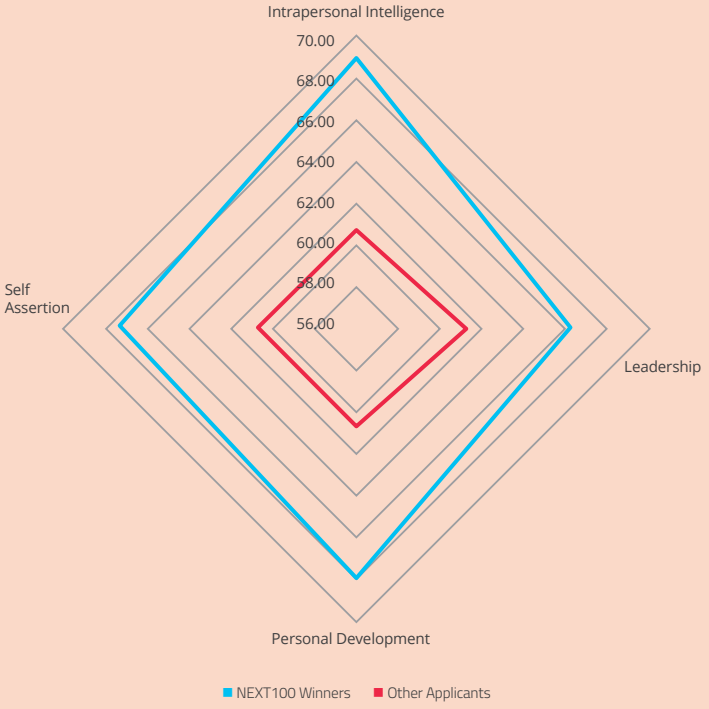
The Emotional Quotient test assesses the ability to perceive, understand and manage one's own emotions and those of others. The participants are measured across 12 parameters: adaptability, self-knowledge, self-motivation, self-control, assertiveness, self-confidence, inter-personal skills, self-esteem, optimism, resilience, mediation & influence, empathy & lucidity.

The NEXT100 winners were ahead of other applicants in all parameters but were significantly ahead in self-motivation, resilience and self-confidence.



Leadership Suitability Fit

Emotional Intelligence measures four dimensions – intra-personal intelligence, personal development, self-assertion and leadership, based on the parameters. The NEXT100 winners led other applicants in each of the four parameters and did so by a good margin.



- **Self-Knowledge** — Being self-aware means being able to identify what emotions are being felt and what sets them off; it means listening to one's own desires, needs and motivations. People who are self-aware know how to analyze their own reactions and behaviour.
- **Self-Motivation** — This trait determines the ability to find the resources within oneself in order to become and remain motivated. People who have this drive will adopt a positive attitude in any situation and will show perseverance and tenacity.
- **Self-esteem** — Self-esteem corresponds to how much one values oneself. By recognizing their own strengths and weaknesses, people understand what they are worth and they are not dependent on what others think; they thrive more easily.
- **Resilience** — Resilience is the ability to get back on one's feet after disappointment or failure. By learning from mistakes, people are better able to cope with failure and struggle. High resilience allows people to move forward and not be burdened with regret.
- **Self-control** — Self-control is an important asset for becoming socially accepted. This refers to the ability to control impulses and excessive reactions such as anger, exasperation, anxiety or melancholy—so that people can think and act calmly in any type of context. People who demonstrate good self-control give an impression of stability. They can cope with difficult situations such as conflict or stress without revealing their feelings and they are able to ease tension.
- **Adaptability** — Adaptability is an essential characteristic for building good social and occupational relationships and fitting in an environment. Being able to adapt means being able to let go of habits and to easily change points of reference. Adaptable people are able to share opinions and feelings, while taking specific situations and points of view into account.
- **Optimism** — Optimism is one facet of emotional intelligence and also a result of emotional intelligence: feeling good about oneself and one's relationships leads to more confidence in the future. Being optimistic means being generally happy with life, seeing the positive side of things and thinking that the best is yet to come.
- **Self Confidence** — Being self-confident is, above all, having a strong belief in oneself and in one's abilities. Self-confidence can manifest itself in personal skills allowing us to surpass our own objectives and gain autonomy. It also enables us to tackle challenges and unexpected events more serenely.
- **Empathy and Lucidity** — Empathy is about putting oneself in another person's shoes and understanding what is on his or her mind, all while staying true to oneself. Being similar to clear-sightedness, empathy helps a person understand the big picture and read between the lines, in terms of psychology (such as figuring out the unspoken goal of someone trying to sound convincing) or facts.
- **Assertiveness** — Being assertive is the ability to express oneself and make one's voice heard without being uselessly aggressive. Assertive people can find their place more easily in a group and share opinions and feelings more effectively. When a situation calls for confrontation, an assertive person will not turn away. This is why being excessively assertive can be seen as being arrogant.
- **Mediation and influence** — This trait evaluates the ability to develop arguments, motivate others and inspires enthusiasm, thanks to a good understanding of who people are and how they react. Mediation and influence also refer to an ability to reconcile diverging points of view in situations of conflict.
- **Interpersonal skills** — Having good interpersonal skills means being good at forming and maintaining relationships with others. Being authentic is a must! People who have good relationship skills can easily share their emotions and feelings and they feel comfortable in groups and communicate without difficulty.

NEXT100 Winners: Beyond the Test Scores....

Know what differentiates winners from other applicants...

Winning NEXT100 is a lot about being able to convince top CIOs how you would deal with business challenges and create business value. It is also about doing well in psychometric tests. But there are factual parameters that matter too. These numbers will give you some of those factual parameters and how winners and non-winners fare in that.

However, many of these do not have an influence on your selection. For example, we do not particularly give weightage to IT managers who are based in Mumbai, but it is a no brainer that most winners come from Mumbai. It does show Mumbai's supremacy as the business capital but when you look at the other applicants' data as well, it is Delhi NCR that leads in number of applications. That says something.

No matter how much we would love to see more impressive sex ratio among winners, it is still stuck at 7 out of 100—the same as in 2016, and a bit higher than last year. But if you look at earlier years, it is an improvement from 3-4 per year in early days of NEXT100. That is hardly any improvement, though. The reason—apart from the usual reasons—is also lesser applications. Only 4 out of every 100 other applicants is a woman.

Almost three out of four NEXT100 winners happen to be in the age group of 36-45, with 11-20 years of experience—not a surprising finding per se, considering people with lesser experience often do not get a chance to face a lot of business level challenges and solve them.

Reporting team size story is telling. You do not have to have a bigger team reporting to you to show you are a better leader. Only one out ten NEXT100 winners has a team size of more than 50 while one out of eight among other applicants has a 50 plus team size. Next time your junior asks you for a bigger team, this piece of statistics may come handly!

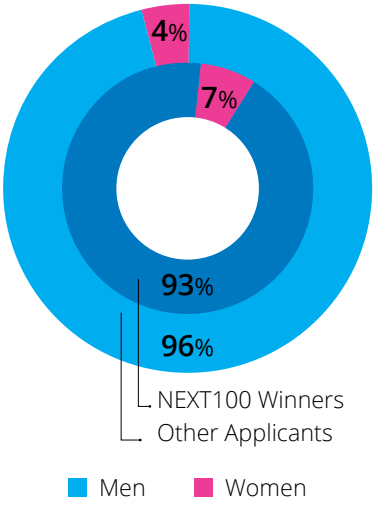
Salaries are on fire. As compared to just 36% of winners who drew more than INR 30 lakh, this year the number is 50%. The 50 lakh plus category too seems a big jump—from just 11 last year to 17 this year. There is rise across all bands above INR 30 lakh. This is also one parameter where the winners and non-winners have a big recognizable gap. This means the salary is less a function of age, experience and team size and more a result of ability.

The same goes with IT Budget. While only 25% of other applicants have budgets more than INR 50 crore, as much as 51% have a 50 crore plus IT kitty.

Four out of ten winners are from one of the three industries – IT/ITES, BFSI and manufacturing ■

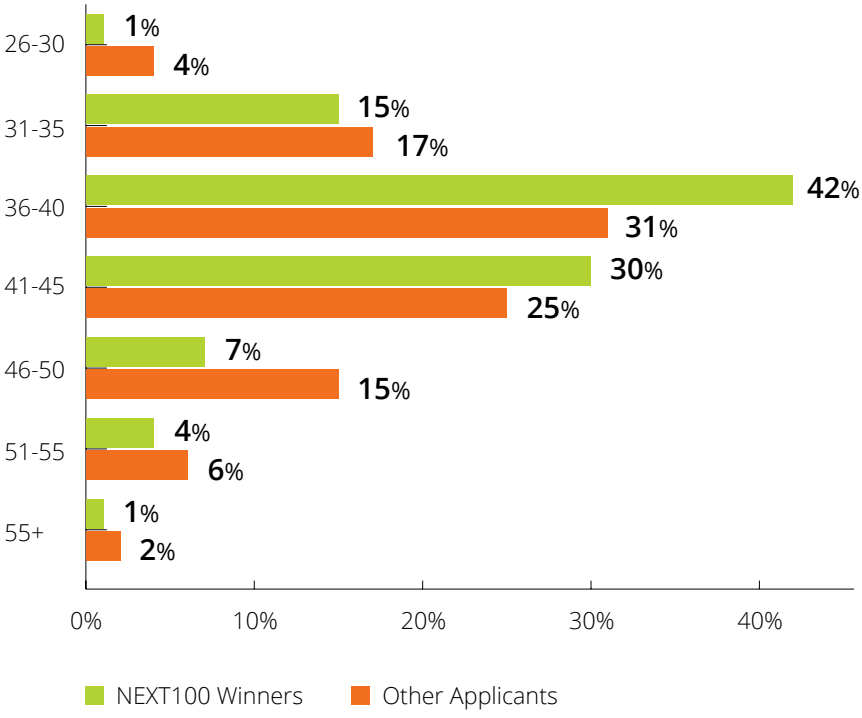
GENDER BREAK-UP

NEXT100 Winners Vs Other Applicants



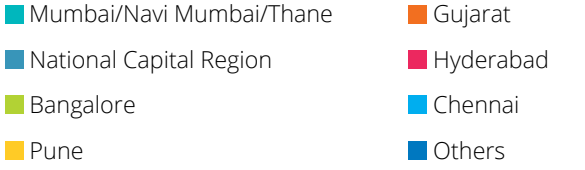
AGE

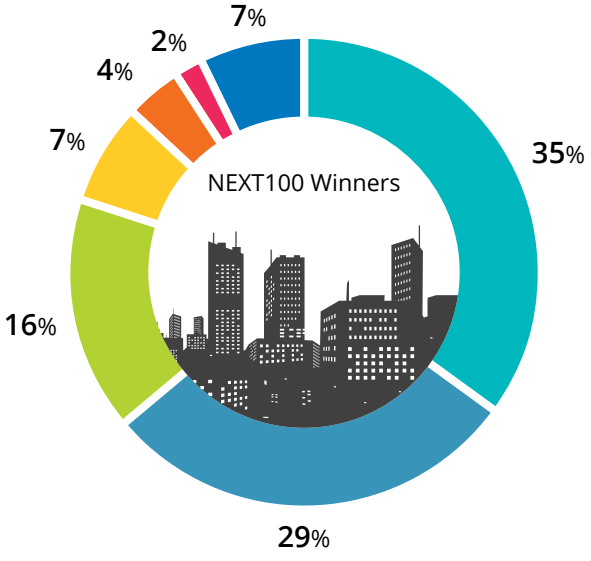
NEXT100 Winners Vs Other Applicants

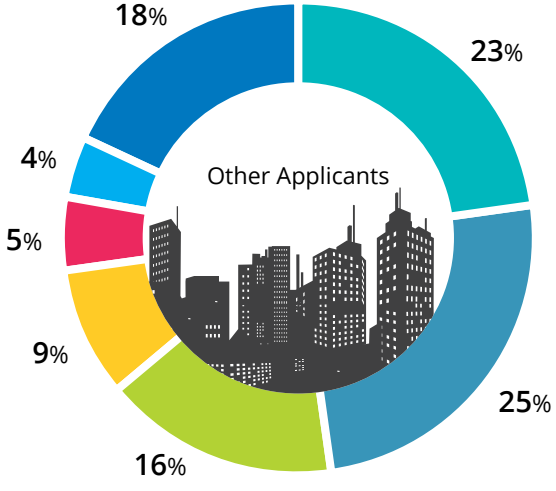


CITIES

NEXT100 Winners Vs Other Applicants

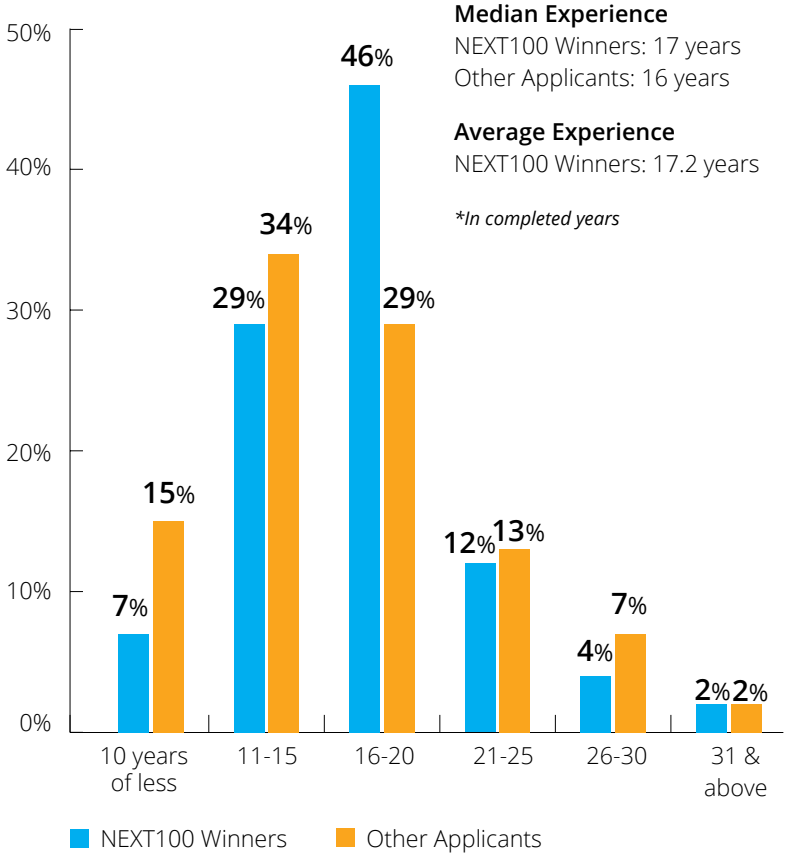






EXPERIENCE

NEXT100 Winners Vs Other Applicants



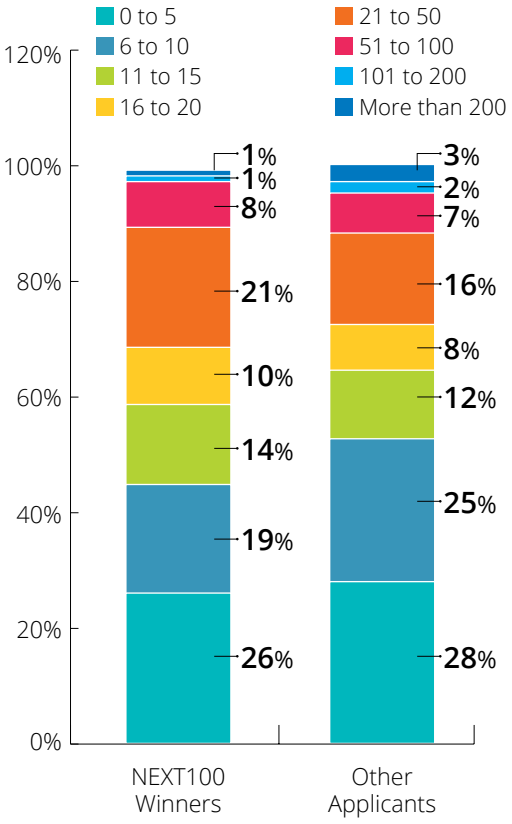
Median Experience
NEXT100 Winners: 17 years
Other Applicants: 16 years

Average Experience
NEXT100 Winners: 17.2 years

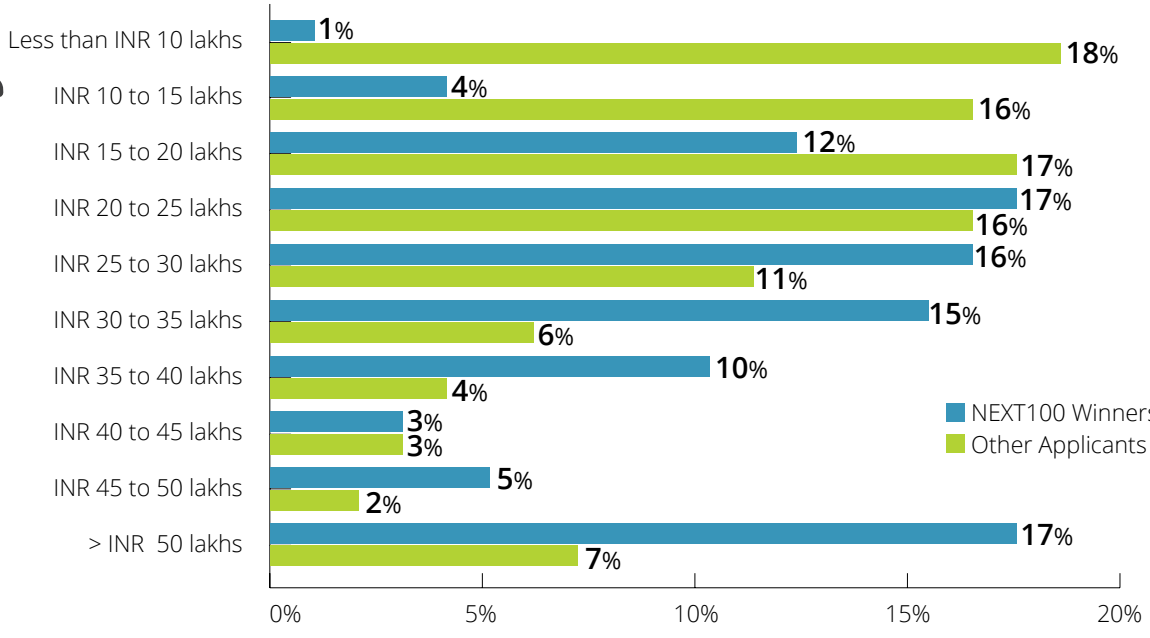
**In completed years*

REPORTING TEAM SIZE

NEXT100 Winners Vs Other Applicants

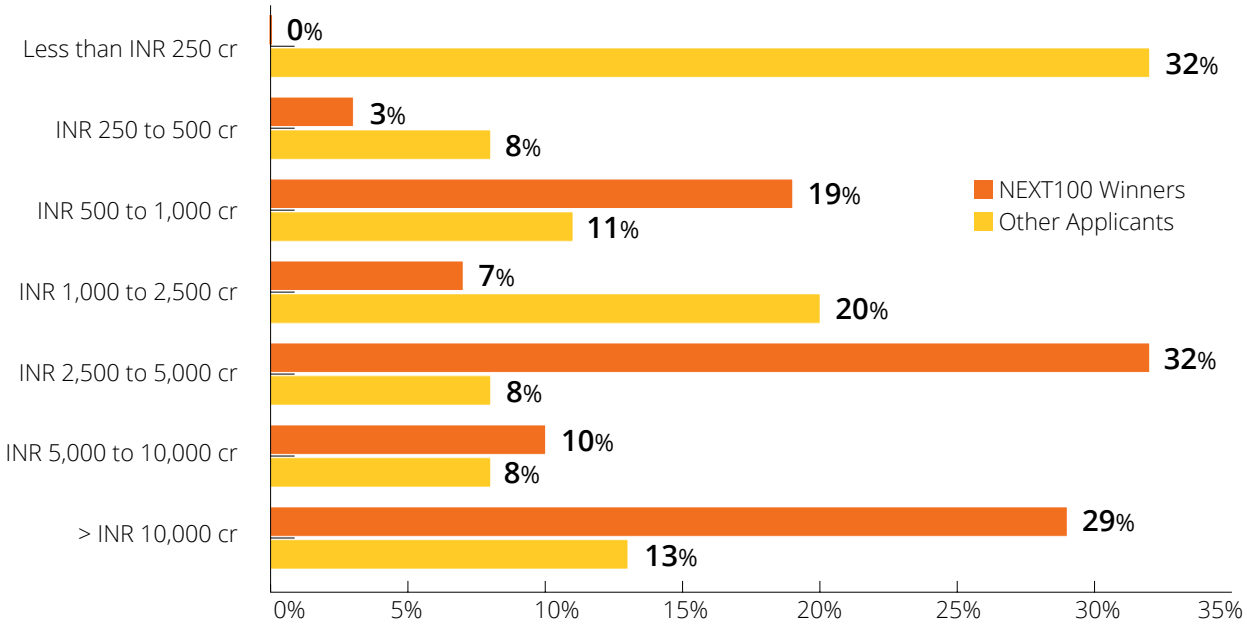


ANNUAL CTC: NEXT100 Winners Vs Other Applicants



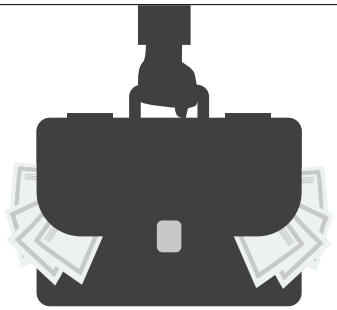
ORGANIZATION SIZE

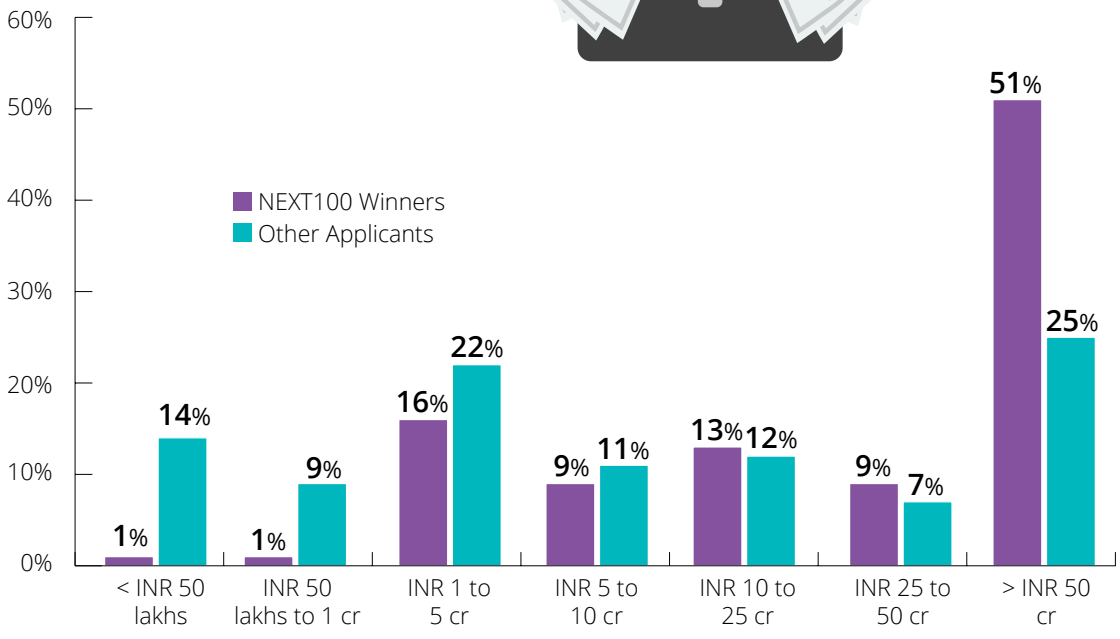
NEXT100 Winners Vs Other Applicants



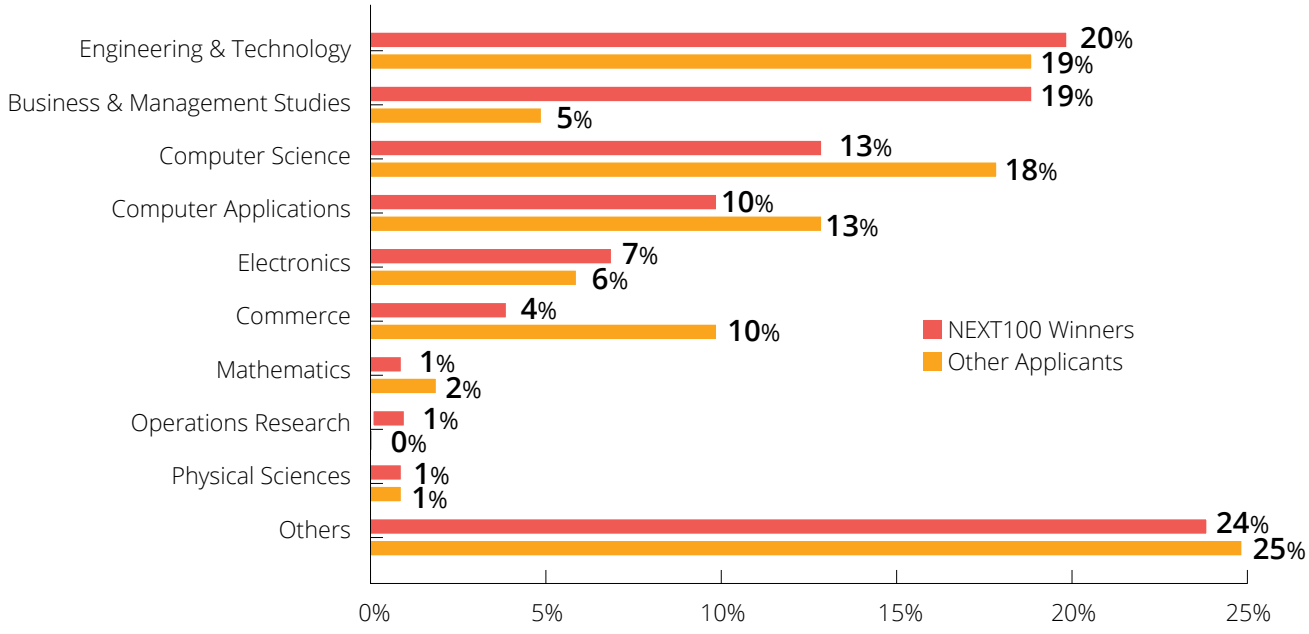
ORGANIZATIONAL IT BUDGET

NEXT100 Winners Vs Other Applicants



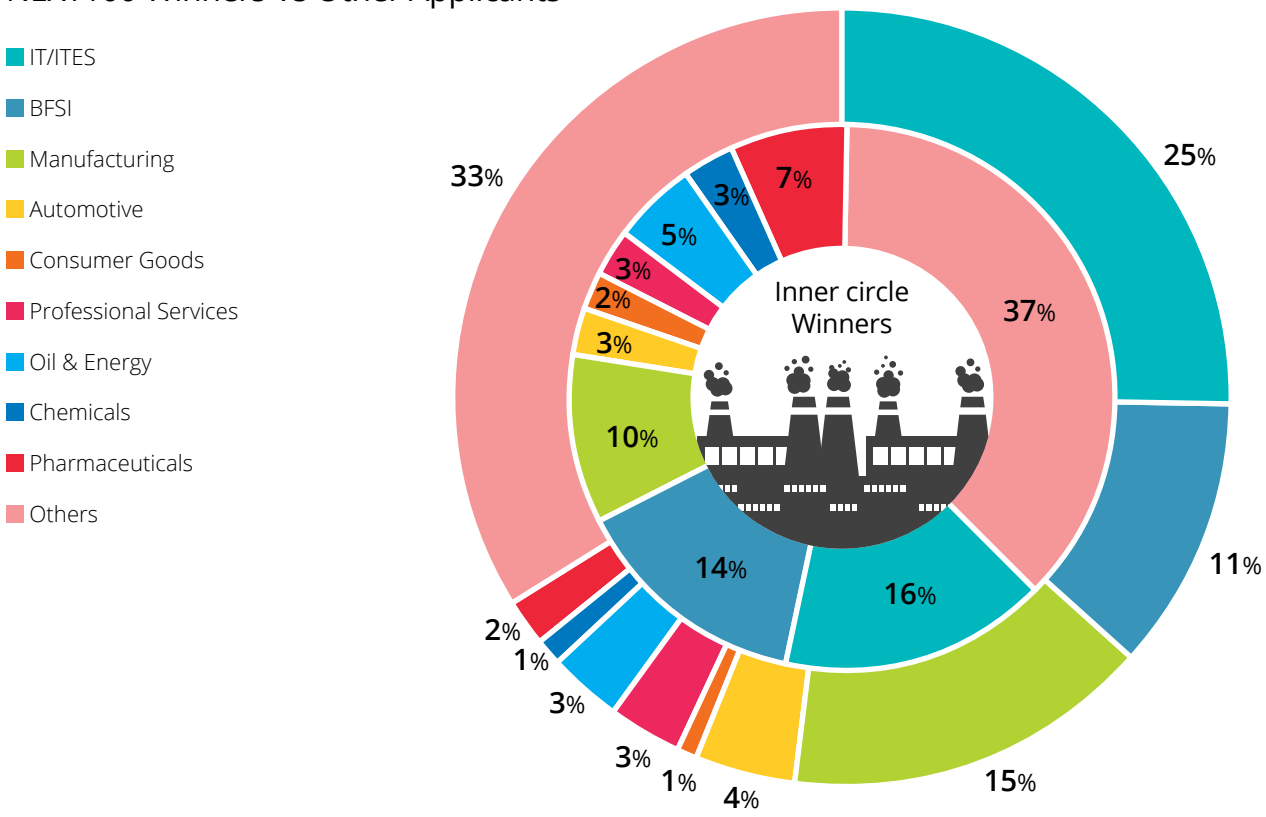


GRADUATION SPECIALIZATION: NEXT100 Winners Vs Other Applicants



INDUSTRIES THEY COME FROM

NEXT100 Winners Vs Other Applicants

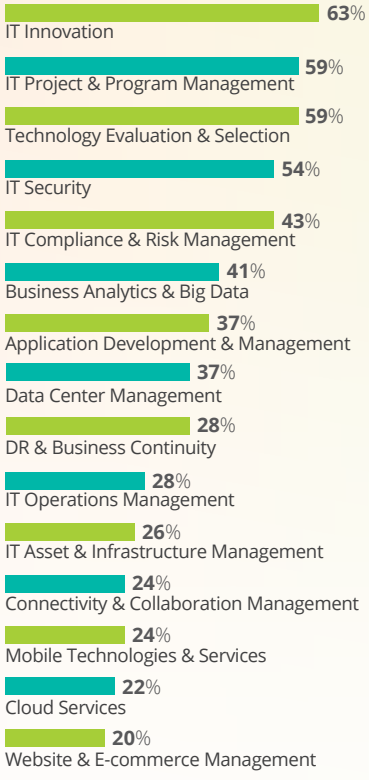


Meet the Jury

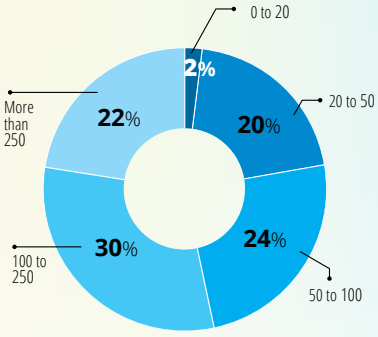
The NEXT100 Awards program draws on the expertise, contributions and support of India's CIO community. 49 senior executives from India's leading companies were involved in reviewing and validating the NEXT100 process, determining the selection criteria and interviewing the aspirants

Business & Management Expertise

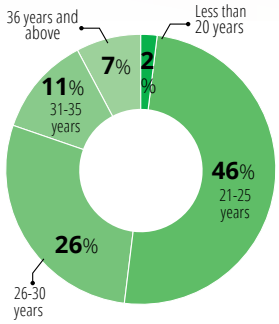
Technology Expertise



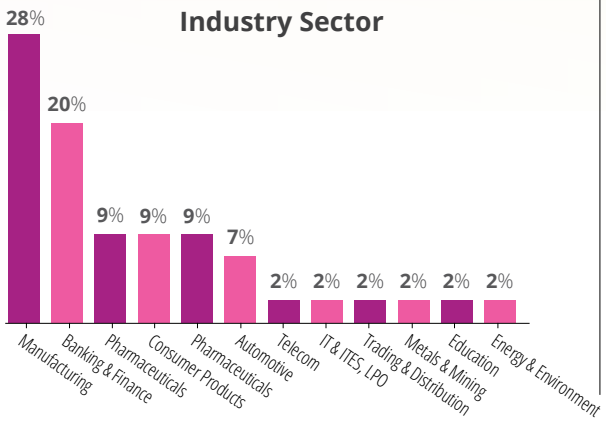
Team Size Managed



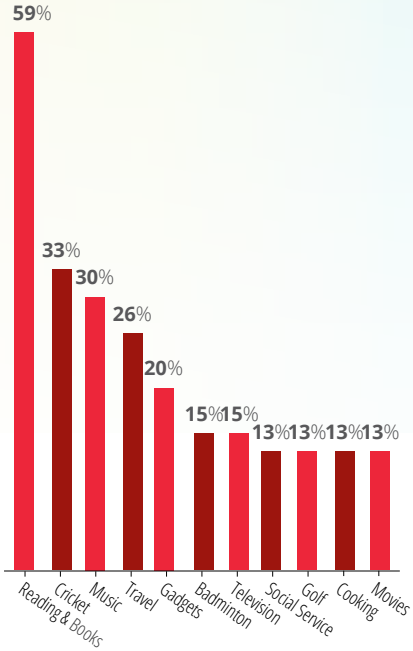
Total Work Experience



Industry Sector



Hobbies & Interests



Charts are based on analysis of profile of 46 jury members whose data was available

Bhushan Akerkar,
CIO, Hindalco Industries

Jayant Akut
Executive Director (Business Development Initiatives), BPCL

Tarun Anand
Head - Global IT, Dabur

Vipul Anand
SVP - IT & Group CIO, Jindal Steel & Power

A Balaji
Global CIO, UPL

Sankarson Banerjee
CIO, RBL Bank

Jagdish Belwal
CIO (International), GE Transportation

Pankaj Bhargava
CIO, Pidilite Industries

Shivkumar Bhasin
CTO, State Bank of India

Nirita Bose
Sr. VP & Head - IT, Axis Asset Management Co

Kaushal Kumar Chaudhary
Executive Director - IT, Lanco Infrastructure

Subrata Dey
Executive VP & Head - Global IT, Godrej Consumer Products

Venkatesh Natarajan
Sr.VP - IT & CIO, Ashok Leyland

Sachin Gupta
Executive VP & Group CIO, Havells India

Rajeev Jorapur
SVP, Bajaj Auto

Alok Khanna
Executive Director I/C IS, IOCL

Sanjay Kotha
Joint President - IT, Adani Enterprises Ltd.

Bhavesh Lakhani
Sr. VP & Head - IT, SBI Mutual Fund

Puneesh Lamba
Group CIO, CK Birla Group

Jagdish Lomte
VP - IT & CIO - BTG, Thermax

Rajeev Mittal
CIO, Endurance Technologies

Edsel Pereira
Group VP - IT, Glenmark Pharmaceuticals

Mahesh Kumar Pinnamaneni
Director - IT, Allanasons

Lalit Popli
Head - IT, ICICI Prudential Asset Management Co

Ajay Rambal
Head - IT, LG Electronics India

Gururaj Rao
VP & CIO, Mahindra & Mahindra Financial Services

Shashi Kumar Ravulapaty
Sr. VP & CIO, Reliance Commercial Finance

S Raghunatha Reddy
Executive VP & Head - IT, UTI Asset Management Co

Atanu Roy
Sr. VP & CIO, Sun Pharmaceutical Industries

ST Sathiavageeswaran
Executive Director - IS, HPCL

Dhiren Savla
Group CIO, VFS Global

Vijay Sethi
CIO, Head - CSR & Chief Human Resources Officer, Hero MotoCorp

Rajiv Sharaf
Sr. VP & CIO, Reliance Infrastructure

Dheeraj Sinha
Group CIO, JSW Group

Yashpal Soni
Associate Professor, Manipal Academy of Higher Education

Balu Srinivasan
Senior VP & CIO, TVS & Sons

Ananth Subramanian
Sr. VP - IT, Kotak Mahindra Asset Management Co

Ramakrishnan Sudarshanam
Divisional VP - IT, United Breweries

Srinivas Tata
Group CIO
Kalpataru Group

Chetan Trivedi
CIO,
Hindustan Zinc

Meenakshi Vajpai
Executive VP - Technology Strategy & Architecture, Vodafone Idea

Sanjay Moralwar
Global CIO, Cadila Healthcare

Rupesh Nain
CIO, JCB India

Santosh Nair
Regional Head - User Engagement (Asia, Pacific, Middle East & Africa), Siemens

Gyan Pandey
CIO, Aurobindo Pharma

Parna Ghosh
Group CIO, Uno Minda Group

NEXT100 2018: Winners Take All

The 9th edition of NEXT100, an awards program from ITNEXT, took place at Pullman, New Delhi, Aerocity, on 23 November 2018, where we identified and honored India's top 100 senior IT managers with skills, leadership qualities and the spirit to become CIOs

↑
Welcome by **Kanak Ghosh**, Co-Founder & Publisher, ITNEXT

↑
The host of NEXT100, Group Editor at ITNEXT, **R Giridhar**, introducing the sessions of NEXT100

↑
The first talk on **'Cybersecurity Strategies'** was delivered by **Atul Gupta**, Partner, KPMG

↑
The next talk on **'Get the Promised Benefits of Cloud with this Migration Path'** was given by **Abhishek Pathak**, Customer Engineer, Google Cloud

←
The audience listening attentively to the speakers

↑
The talk on **'Digital Transformation with ESDS'** was delivered by **Ranjit Metrani**, Executive Vice President (Sales) & Chief Revenue Officer, ESDS

↓
Winners networking over Hi Tea

NEXT100 2018 Awards Ceremony: Celebrating the Future CIOs

97 winners attended the grand award ceremony of NEXT100 Awards 2018. Decked in business formals, the winners awaited their turns to be felicitated with the NEXT100 trophy and citation

↑
Welcome and introduction to NEXT100 Awards by Group Editor at ITNEXT, **R Giridhar**

↓
Winners listening intensely to Group Editor at ITNEXT, **R Giridhar** as he sheds light on the history and significance of NEXT100 Awards

↑
The evening kickstarted with a talk on **'The Innovation Imperative'** by **TD Chandrasekhar**, Independent Consultant & Executive Coach

↓
Vipul Anand, Senior Vice President - IT, Hindware presenting a talk on **'Motivating & Managing Millennial Workforce'**

NEXT100 Awards (Batch 2): Presented by **Jaydeep Singh**, Director - Sales (North & East), Commvault

A talk on leadership was given by **Ranjit Metrani**, Executive Vice President (Sales) & Chief Revenue Officer, ESDS

NEXT100 Awards (Batch 1): Presented by **Abhishek Pathak**, Customer Engineer, Google Cloud

NEXT100 Awards (Batch 3): Presented by **Ranjit Metrani**, Executive Vice President (Sales) & Chief Revenue Officer, ESDS

↑ A talk on **'Preparing for the CIO Role'** was delivered by **Rajeev Seoni**, Chief Information Officer, Ernst & Young

↓ NEXT100 Awards (Batch 5): Presented by **Vikas Gupta**, Director, 9.9 Group

↑ NEXT100 Awards (Batch 4): Presented by **Karthik Srinivasan**, Director - Sales, Symphony Summit

↓ The NEXT100 Book 2018 was launched by **Vikas Gupta**, Director, 9.9 Group

↑
NEXT100 Awards (Batch 6): Presented by **Sanjay Moralwar**, Global Chief Information Officer, Cadila Healthcare

↓
Past NEXT100 Winner **Abhishek Gupta**, CIO, Dish TV delivering a talk on **'What it Takes to Remain a CIO'**

A talk on **'Managing Change, Conflict and Communication for Success'** by **KK Chaudhary**, Executive Director - IT, Lanco Infrastructure

NEXT100 Awards (Batch 7): Presented by **Sanjay Kotha**, Joint President - IT, Adani Enterprises

Snapshots from the NEXT100 Awards ceremony

NEXT100 Awards (Batch 9): Presented by **Rajeev Seoni**, Chief Information Officer, Ernst & Young

NEXT100 Awards (Batch 8): Presented by **Jagdish Lomte**, Vice President - IT & Chief Information Officer, BTG Thermax

NEXT100 Awards (Batch 10): Presented by **Tarun Anand**, Head - Global IT, Dabur

→ **NEXT100 Winners 2018**

↓ Vote of thanks by **Kanak Ghosh**, Co-Founder & Publisher, ITNEXT

←
Presentation of mememtos to Jury members by **Kanak Ghosh**, Co-Founder & Publisher, ITNEXT

Presenting Partner

Google Cloud

Technology Partner

Polycom | PROGILITY

Associate Partner

symphony SUMMIT

Data Center & Cloud Innovation Partner

esds
enabling futurability...

Complete Backup and Recovery Partner

COMMVAULT

Organised by

IT NEXT

A Brand of

9.9 GROUP

2018 AWARD WINNERS

Ankit Aggarwal, Head - IT, PI Industries - Udaipur | **Sagar Agrawal**, Associate Vice President - IT, DHFL Pramerica Life Insurance Co | **Vishal Agrawal**, General Manager - Corporate IT, Hindalco Industries | **Shakil Ahmad**, Senior Professional & Head - IT Security, Samsung R&D Institute - Delhi | **Rajendra Prasad Alla**, Manager, Toshiba Transmission & Distribution Systems (India) | **Amit Ambre**, Senior Project Manager, Tieto India | **Firoz Ansari**, Manager - IT, Canon India | **Rajiv Bahl**, Assistant Vice President - Security & Network Operations, Reliance Jio Infocomm | **Sanjay Bakshi**, Senior Manager - IT, Safexpress | **Vijay Balakrishnan**, Senior Director, GE Transportation | **Debi Prasad Baral**, Principal Architect, Salesforce | **Rajendra Bhandare**, Vice President - Technology, IDFC Securities | **Mayank Chande**, Assistant General Manager & Chief Architect, Bennett Coleman & Co | **Indranil Chatterjee**, General Manager - Security & Compliance, Reliance Jio Infocomm | **Dipti Chhaniara**, Head - IT, Jyothy Laboratories | **Gagan Chopra**, Assistant General Manager, JSW Steel | **Salahuddin Choudhari**, Head - Payments, IndusInd Bank | **Yogesh Dadke**, Asia IT Leader, Adient | **Kuldeep Dangi**, Assistant General Manager, KPL International | **Ashutosh Dhawan**, Application Services Manager, Syngenta Services | **Krishna Dhumal**, Deputy Director - IT, The Gem & Jewellery Export Promotion Council | **Samson Dsouza**, Associate Vice President - Technology, ICICI Lombard GIC | **Ram Kumar G**, Senior Information Security Officer - Indian Subcontinent, Philips India | **Rupesh Gaikwad**, Global Technologies Manager - Automation, Amdocs Development Centre India | **Shankar Gawade**, Vice President & Head - IT, Axis Capital | **Pankaj Gupta**, Global IT Director, The Boston Consulting Group | **Piyush Gupta**, Manager - IT, Webhelp India | **Samar Gupta**, Senior Manager - IT, Stryker India | **Saurabh Gupta**, Senior Manager - Data & Analytics, GE Transportation | **AS Harish**, Director - IT, Collabera Services | **Bhushan Hukeri**, Associate Vice President - Infrastructure Operations, Accenture Services | **Rajavali IC**, General Manager - IT, JSW Severfield Structures | **Harish Jain**, CISO & IT Security, Risk & Compliance Head (APAC Region), CNHi Capital and CNH Industrial | **Smita Jain**, Consultant, Tata Consultancy Services | **Prasad Jakhadi**, Enterprise Architect, Aditya Birla Health Insurance Co | **Sitaram Jankoti**, Senior Consultant Specialist, HSBC Software Development India | **Anand Jha**, Information Security Consultant, Bechtel India | **Bineet Jha**, Associate Vice President, National Stock Exchange of India | **Aditya Khullar**, Technical Leader India - Cyber Security, Paytm | **Nagarajan Krishnan**, Deputy General Manager - IT, Cairn Oil & Gas, Vedanta | **Vaibhav Kulkarni**, Chief Manager - IT, Piramal Enterprises | **Anil Kumar**, Deputy General Manager - IT, Maharashtra Seamless | **Ashwini Kumar**, Manager - IT (Applications), Shalimar Paints | **Krishna Kumar**, Program Manager, Mercedes Benz R&D India | **Abhilasha Kundra**, Deputy General Manager - IT New Initiatives, Maruti Suzuki India | **Pawandeep Singh Maniktala**, Manager, Ernst & Young | **Vijay Maurya**, Group Head - IT, Skeiron Green Power | **Rajiv Mishra**, Head - IT, Times OOH (Bennett Coleman & Co) | **Krishna Mohan**, Deputy General Manager - IT, T V Sundram Iyengar & Sons | **Jaiganesh Murugesan**, Software Engineering and Advanced Prognostics Leader, GE Transportation | **Bhavesh Nainani**, Deputy General Manager, Zydus Cadila | **Srinidhi Narayan**, Group Program Management Office, Piramal Enterprises | **Vaman Nene**, Enterprise Architect, Aditya Birla Financial Services | **Praphull Paliwal**, Director, Cipla | **Bhavesh Panchal**, Head - Corporate IT & Lead - Digital Delivery, VFS Global | **Rajendra Panchal**, General Manager - IT, Future Generali India Insurance Co | **Pranab Pandey**, Associate Director, Nielsen India | **Rakesh Pandey**, IT Delivery Lead, Zones | **Sagar Pandey**, Senior Manager, IndiaFirst Life Insurance Co | **Avadhut Parab**, Associate Vice President & Head IT, Wockhardt | **M Paul**, General Manager & Head - IT, Puravankara | **Vaibhav Pendurkar,** Vice President - Global Information Security Operations, Duff & Phelps | **Rahul Rai**, Global Service Delivery Manager - Business Intelligence, Syngenta | **Sourabh Rai**, Associate Vice President, Kotak Mahindra Bank | **Pankaj Ramani,** Vice President, Mphasis | **P Ramireddy**, Head - IT, Dr. Reddys Foundation | **Ajay Rane**, Associate Vice President, Kotak Mahindra Bank | **Arpit Rastogi**, Associate Director, KPMG | **Subhasish Roy**, Senior Manager - IS, Stryker India | **Subrato Roy**, Project Manager, Collabera Services | **Sumith Sadanand**, Manager - IT, JSW Steel | **Muralidhar Sahoo**, Senior Program Manager, Mindtree | **Shini Saju**, Manager, JSW Steel | **Sandip Sannyasi**, Senior Manager, Dell Technologies | **Abid Sayyad**, Senior Manager, Bajaj Finance | **Aniket Shah**, Associate Vice President, Kotak Mahindra Bank | **Chetan Shah**, Global Head - IT Infrastructure, L&T Technology Services | **Hemal Shah**, Senior Manager - Group IT & Digital, RPG Enterprises | **Paras Shah**, Associate Director, Crisil | **Reena Shahi**, Senior Manager - Change Management, IndiaFirst Life Insurance Co | **Harish Shankar**, IT Security Manager, Schneider Electric | **Krishan Sharma**, Head - IT Infrastructure & Operations, Sistema Smart Technology | **Parveen Sharm**a, National Director - IT, Shardul Amarchand Mangaldas & Co | **Ramesh Kumar Sharma**, Senior Director, Capgemini Techonology Services India | **Sachin Sharma**, Assistant Vice President - IT, ICICI Lombard GIC | **Rajeev Shukla**, Software Product Manager, Bechtel Corporation | **Santosh Shukla**, Chief Manager (IT Services), IFFCO Phulpur | **Dinesh Singh**, Technical Services Head - IT, JK Cement | **Sandip Sonawane**, Assistant Vice President, ICICI Prudential AMC | **Kumar Sridhar**, Vice President, Mphasis | **Shweta Srivastava**, Chief Technology Officer, Paul Merchants | **Mangesh Sutar**, Project Program Management Consultant, Dell India | **Kalpesh Suthar**, Senior Manager - Sales Force Automation, Collabera Services | **Rahul Tamhankar**, Program Manager, Barclays Global Service Centre | **Bhakti Tare**, Deputy General Manager - HO IT, Larsen and Toubro | **Aniruddh Upadhyay**, Assistant Vice President, Axis Asset Management Co | **Gaurav Verma**, Senior Manager - IT, Rivigo | **Rajeev Verma**, Deputy General Manager, SRF | **Ganesh Viswanathan**, Senior Vice President - Quality & Compliance; CISO & CPO, Quatrro Processing Services | **Kalpesh Vora**, Assistant Vice President, Trafigura Global Services

JURY

A Balaji, Global Chief Information Officer, UPL | **Ajay Rambal**, Head - IT, LG Electronics India | **Alok Khanna**, Executive Director I/C IS, IOCL | **Ananth Subramanian**, Senior Vice President - IT, Kotak Mahindra Asset Management Co | **Atanu Roy**, Senior Vice President & Chief Information Officer, Sun Pharmaceutical Industries | **Balu Srinivasan**, Senior Vice President & Chief Information Officer, TVS & Sons | **Bhavesh Lakhani**, Senior Vice President & Head - IT, SBI Mutual Fund | **Bhushan Akerkar**, Chief Information Officer, Hindalco Industries | **Chetan Trivedi**, Chief Information Officer, Hindustan Zinc | **Dheeraj Sinha**, Group Chief Information Officer, JSW Group | **Dhiren Savla**, Group Chief Information Officer, VFS Global | **Edsel Pereira**, Group Vice President - IT, Glenmark Pharmaceuticals | **Gururaj Rao**, Vice President & Chief Information Officer, Mahindra & Mahindra Financial Services | **Gyan Pandey**, Chief Information Officer, Aurobindo Pharma | **Jagdish Belwal**, Chief Information Officer (International), GE Transportation | **Jagdish Lomte**, Vice President - IT & Chief Information Officer - BTG, Thermax | **Jayant Akut**, Executive Director (Business Development Initiatives), BPCL | **Kamal Karnatak**, Senior Vice President & Group Chief Information Officer, RJ Corp | **Kaushal Kumar Chaudhary**, Executive Director - IT, Lanco Infrastructure | **Lalit Popli,** Head - IT, ICICI Prudential Asset Management Co | **Mahesh Kumar Pinnamaneni**, Director - IT, Allanasons | **Meenakshi Vajpai**, Executive Vice President - Technology Strategy & Architecture, Vodafone Idea | **Nirita Bose**, Senior Vice President & Head - IT, Axis Asset Management Co | **Pankaj Bhargava**, Chief Information Officer, Pidilite Industries | **Puneesh Lamba**, Group Chief Information Officer, CK Birla Group | **Rajeev Jorapur**, Senior Vice President, Bajaj Auto | **Rajeev Mittal**, Chief Information Officer, Endurance Technologies | **Rajiv Sharaf**, Senior Vice President & Chief Information Officer, Reliance Infrastructure | **Ramakrishnan Sudarshanam**, Divisional Vice President - IT, United Breweries | **Rupesh Nain**, Chief Information Officer, JCB India | **S Raghunatha Reddy**, Executive Vice President & Head - IT, UTI Asset Management Co | **Sachin Gupta**, Executive Vice President & Group Chief Information Officer, Havells India | **Sanjay Kotha**, Joint President - IT, Adani Enterprises Ltd. | **Sanjay Moralwar**, Global Chief Information Officer, Cadila Healthcare | **Sankarson Banerjee**, Chief Information Officer, RBL Bank | **Santosh Nair,** Regional Head - User Engagement (Asia, Pacific, Middle East & Africa), Siemens | **Shashi Kumar Ravulapaty**, Senior Vice President & Chief Technology Officer, Reliance Commercial Finance | **Shivkumar Bhasin**, Chief Technology Officer, State Bank of India | **Srinivas Tata**, Group Chief Information Officer, Kalpataru Group | **ST Sathiavageeswaran**, Executive Director - IS, HPCL | **Subrata Dey**, Executive Vice President & Head - Global IT, Godrej Consumer Products | **Tarun Anand**, Head - Global IT, Dabur | **Venkatesh Natarajan**, Senior Vice President - IT & Chief Information Officer, Ashok Leyland | **Vijay Sethi**, Chief Information Officer, Head - CSR & Chief Human Resources Officer, Hero MotoCorp | **Vipul Anand**, Senior Vice President - IT & Group CIO, Hindware Group | **Yashpal Soni**, Associate Professor, Manipal Academy of Higher Education

JURY SPEAK

"The NEXT100 Awards provide a perfect platform for next-gen IT leaders to achieve the next level of success. This can motivate them further, boost their learning, re-skill them and ensure they achieve business goals by understanding business needs and adopting the latest technology."

Gyan Pandey
CIO, Aurobindo Pharma

"It is good to see young, energetic individuals winning the NEXT100 Awards. The selection process is very rigorous. So it is heartening to see the right talent come through this with new ideas and people working in new areas of IT."

Nirita Bose
Senior Vice President & Head - IT, Axis Asset Management Co

"The NEXT100 is a great program and its quality is improving every year. The expectations are also increasing with that. We expect the next-gen IT leaders to have a good understanding of the business needs and measure their work on a regular basis through metrics."

Puneesh Lamba
Group Chief Information Officer, CK Birla Group

"The NEXT100 Awards have been an enriching experience, right from start to finish. Some of the other awards like CIO Summit are project-driven but the NEXT100 has taken into account comprehensive traits, which are not only about what you know, but also what your insights are. So this inside-out approach is the most fullfilling part of it."

Avadhut Parab
Associate Vice President & Head - IT, Wockhardt

WINNER SPEAK

"The NEXT100 Awards is a tremendous platform where technical guys like us can meet, learn from each other, and share our knowledge & experience."

Gagan Chopra
Assistant General Manager, JSW Steel

"The platform provided to us by NEXT100 has been amazing. It is certainly very encouraging to aspiring CIOs and future IT leaders. This will also enable winners like us to focus on and contribute more to our organizations."

Rajendra Bhandare
Vice President – Technology, IDFC Securities

"The entire NEXT100 program is very exciting. It is a platform for me to meet my peers and learn about emerging technologies. It propels our career in the right direction. Moreover, the program is extremely well-organized."

Shini Saju
Manager, JSW Steel

INDIA's FUTURE CIOs

NEXT 100

2018

Thank You Partners

From all of us at ITNEXT, a sincere thanks to our partners for their invaluable support in making the

NEXT100 Awards 2018

a great success!

Presenting Partner

Google Cloud

Technology Partner

Polycom | PROGILITY

Associate Partner

symphony SUMMIT

Data Center & Cloud Innovation Partner

esds enabling futurability

Complete Backup and Recovery Partner

COMMVAULT

Organised by

IT NEXT

A Brand of

99GROUP

डिजिट
अब हिंदी में

देश का सबसे लोकप्रिय और विश्वसनीय टेक्नोलॉजी वेबसाइट डिजिट अब हिंदी में उपलब्ध हैं। नयी हिंदी वेबसाइट आपको टेक्नोलॉजी से जुड़े हर छोटी बड़ी घटनाओ से अवगत रखेगी। साथ में नए हिंदी वेबसाइट पर आपको डिजिट टेस्ट लैब से विस्तृत गैजेट रिव्यु से लेकर टेक सुझाव मिलेंगे। डिजिट जल्द ही और भी अन्य भारतीय भाषाओ में उपलब्ध होगा।

digit.in
NOW IN HINDI

www.digit.in/hi
www.facebook.com/digithindi

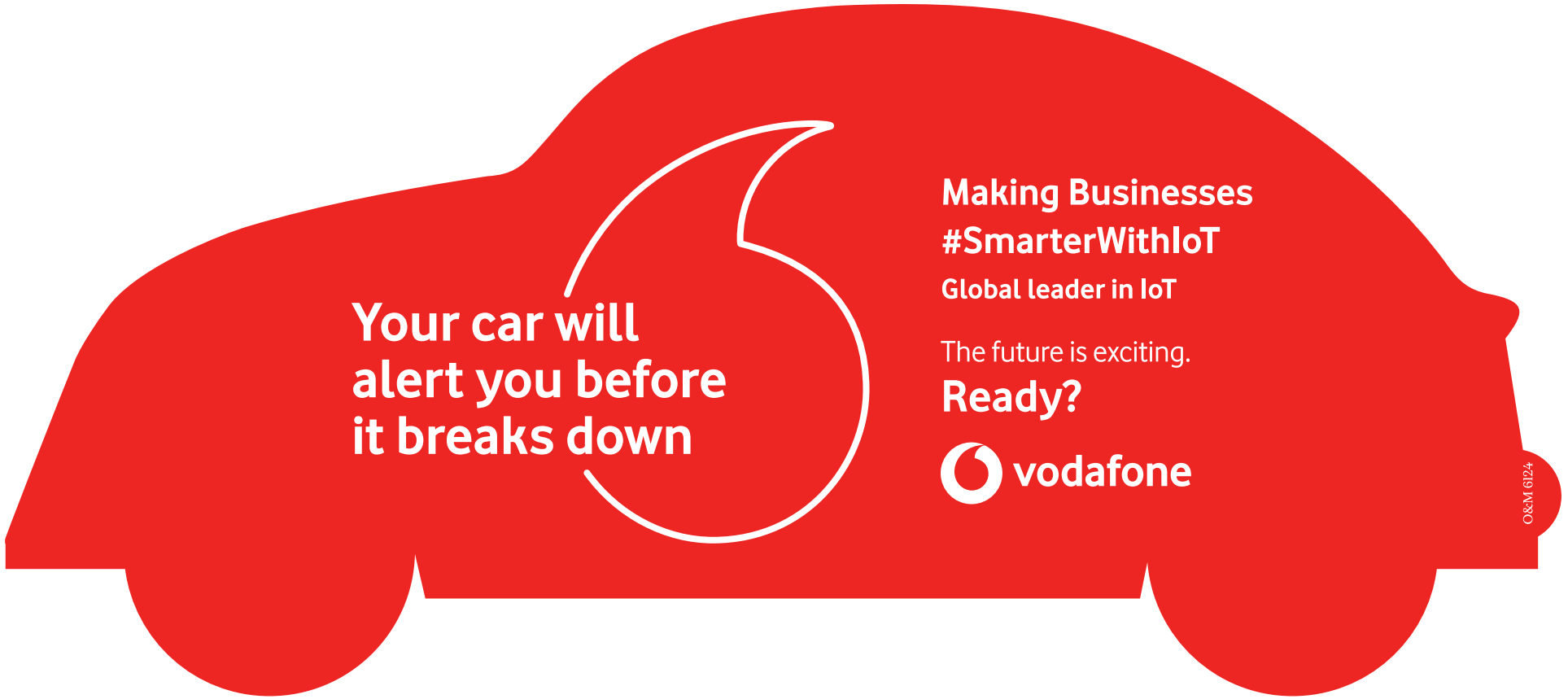
डिजिट

Block 99.9% of phishing emails.

Phishing emails have plagued corporate inboxes for years. They dupe unsuspecting employees into revealing their account information which can lead to data breaches. That's why Gmail on Google Cloud uses machine learning to block 99.9% of malicious emails from ever reaching your inbox. See how we do it at **g.co/cloudsecureIN**

Go make it.
We'll protect it.

Google Cloud



To make your business smarter, visit vodafone.in/business/IoT | Call 1800 123 123 123