

vineet nayar  
STAY  
INSPIRED

WORLD'S  
MOST  
CELEBRATED

MANAGEMENT  
GURU

TURNAROUND  
CEO

BESTSELLING  
AUTHOR





...I am on the  
verge of declaring  
that Mr Nayar  
could be the next  
Peter Drucker 

Tom Peters

Vineet Nayar is founder chairman, Sampark Foundation and former CEO of HCL Technologies. He is also author of the highly acclaimed management book, 'Employees First, Customer Second: Turning conventional Management Upside Down,' (Harvard Business Press, 2010), which has sold over 100,000 copies worldwide.

Vineet co-founded Sampark Foundation with his wife, Anupama Nayar. Today, Sampark foundation is improving learning outcomes for 7 million children studying in 76,000 schools in Chhattisgarh, Uttarakhand, Jharkhand, Haryana, Himachal Pradesh, and Uttar Pradesh, making it one of the world's largest primary school transformation initiatives by a foundation. Forbes in its 'Heroes of Philanthropy list 2016' cited Vineet for this 'innovation-led large-scale social change'. He, along with his wife, was featured as a Global Thinker 2016 by the Foreign Policy magazine for 'unplugging technology so kids can learn.'

Vineet is also an acknowledged management visionary and a radical thinker who architected HCL Technologies' transformation from a \$ 0.7 billion in 2005 to a \$ 4.7 billion global technology service company with over 85,000 employees across 32 countries by 2013.

This radical transformation led the Fortune magazine to recognise HCLT as "the world's most modern management", while Business Week named it as "one of the most influential companies." His innovative management practices at HCL were taught as a case study at both the Harvard Business School and London Business School.

Vineet was also chosen by the Fortune magazine for its first-ever global "Executive Dream Team 2012", which has been described as an "all-star leadership" that "could coalesce and dominate in any industry". He also found a place on the elite "Thinker 50 List" in 2011-12, which is a definitive listing of the world's top 50 business thinkers. His innovative, transformative ideas have received fulsome praise from influencers such as late C. K. Prahalad, Tom Peters, Gary Hamel and Ram Charan.

Vineet currently serves as a senior advisor to the McKinsey Leadership Institute and many Fortune 1000 companies. He also mentors 18 technology start-ups and is on the advisory board of the Million Learning project led by the ex-Prime minister of Australia, Julia Gillard. He is also the founding member of Brookings India, and has been a juror of the Harvard Business Review's prestigious McKinsey prize. Previously, he has served as governor of ICT, member of the Global Advisory Board of Women Leaders and Gender Parity Program, as well as a community partner of the Forum of Young Global Leaders at the World Economic Forum. Vineet has been a "Mentor (Co-chair) of WEF's 2011 AMNC Conference.

The Forbes 'Heroes of Philanthropy' list 2016 for innovation-led large-scale social change

'Global Thinker 2016' by the Foreign Policy magazine for 'unplugging technology, so kids can learn'

Vineet's book 'Employees First, Customer Second' has sold over 100,000 copies worldwide

The Fortune magazine chose him in their first 'Executive Dream Team' 2012; also included him in 'Thinker 50' list 2011-12

Juror of 'Harvard Business Review's prestigious McKinsey prize,' two years in a row

Awarded France's prestigious Olivier Lecerf Prize

Conferred with Manpower HEC Prize

Conferred with 'Business HR Champion Award' at the European CM Excellence Award, 2011

Founding member of the Brookings India

Described as the next Peter Drucker and Henri Fayol of management

Adjudged as the 'CEO of the Year' in Bloomberg UTV CXO Awards, 2011

# Most Popular Session Themes

## MANAGERS VS LEADERS

### How do you make the transition?

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Everybody loves a leader. Everybody wants to be a leader. But only a few become one. Having mentored many high-performance managers in his three decades of celebrated corporate career and having researchers on the subject widely through his writings, today Nayar has arrived on a structured transition approach to this dilemma. He has defined three key interventions that will provide directional indicators and checks to reinforce leadership behaviours before it is too late.

In this session Nayar will introduce the audience to these 'litmus test' and provide them tips and cues to master the behavioural patterns required to transition to the glorious 'other side'.

## EMPLOYEES FIRST, CUSTOMERS SECOND

### An unconventional approach to organisation transformation

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In this candid and personal account, Nayar will recount how he defied the conventional wisdom that companies must put customers first. He believes that since employees are the closest interface with the customers they are the new value zone for companies: the place where value is truly created for customers and, therefore, organisational accountability should lie first with the employees, and not the other way round.

In this session, Nayar will recount the exciting journey of how he and his team implemented the Employee First philosophy.



Your speech was the highlight of the conference. I mean that. I can't begin to count the number of people who went out of their way to tell me that—and I agree ... you are a true visionary.

**Mary Berner**

Ex-CEO, Reader's Digest, and  
presently, CEO, Cumulus Media

## ORGANISATION TRANSFORMATION

### Getting it right

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A recent MzKinsey study delved into the performance of companies over a 25-year period of time and reached two very interesting conclusions. One, that almost 90% of the companies go through a crisis at some point of time. And two, that only 10% of them are able to recover their pre-crises value!

In this session, based on his experience of transforming HCL Technologies (a \$4.8 bn global IT Service company) and helping it to not only recover its pre-crises value but rather increasing it by six times in both revenues and market cap. Nayar will talk about how transformation or turnaround is a structured, multi-layered process.

## INSPIRED LEADERSHIP

### What does it take?

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Nayar believes that turbulent times need "managers" who can transform themselves into "inspirational leaders". Those who inspire are trusted, respected, and deliver results others find difficult to even think as possible. Inspirational leaders are unconventional, bold, fearless, honest, passionate, caring and, most importantly, they know their teams will climb the Everest if needed.

So how does one learn to be such an "Inspirational leader"? In this session, Nayar will share one possible systematic approach to become one. The focus would be on practical ideas and on-ground lessons that are very relevant for managers and leaders aspiring to lead in turbulent times.

## MYTH— YOU WILL BE SUCCESSFUL! Creating magic by thinking outside the box of reason and logic

Nayar believes that it is a myth that all who graduate from good B-schools or make it to the so-called “big” companies, or high-brow teams will become successful. His analysis has revealed that only 1% of aspirants get to become a CEO of a meaningful company or a start-up, 9% almost get there and stop one stage before the final peak, and 90% do not get anywhere close to their aspirations and ambitions. It is also a myth, he says, that those who work hard make it big, as 99% aspirants work very hard.

In this session, Nayar will address the crucial ensuing questions –why do 90% people fail to meet their aspirations and why only 1% of them are able to create magic?

## LEADERSHIP IS THE RIGHT YOU EARN AND NOT AN ENTITLEMENT So, how to earn this right?

A leader is the one who leads by example, the one who never lets his people down; the one who can lead with right intentions; the one who respects and earn respect. Nayar asked his team at HCL to do his annual appraisal. So, the leader is not afraid of criticism, he listens and acts with a clear, well-defined objective.

In this session, Nayar will talk about the qualities—both innate and acquired—that make some people a true leader.



Vineet Nayar has a revolutionary idea –that business relationships are personal relationships...

Nayar’s notions of ‘trust, transparency, and the romance of tomorrow’ will rejuvenate the corporate soul

**Judy McGrath**  
Former CEO, MTV



By putting employees first and leverage the power of social technology, Nayar and his colleagues have created an organisation that encourages extraordinary contribution from everyone, every day...

**Gary Hamel**

Visiting Professor of Strategic and International Management, London Business School, and author of the Future of Management

## Speak-for-a-cause

Vineet Nayar and his wife Anupama set up Sampark Foundation in 2005 with an objective of improving learning outcomes for children studying in government schools in India through frugal innovations delivered at scale. There are 144 million children in 1 million public-funded schools in India. Six out of 10 children in grade-5 could not read grade-2 text and 8 out of 10 could not do simple Math. Poor learning outcomes among children is the biggest challenge facing the Indian public-school education system.

The Sampark Foundation decided to change this by leading one of the largest primary education transformation initiatives by a private foundation in the world. It introduces cutting-edge, frugal innovations to transform the classroom transactions, changing the teaching-learning process. After the implementation of the program, there had been a 40% increase in the learning outcomes among children. There was a marked increase in the number of children who could solve addition, subtraction, multiplication, and division problems and form 100 sentences using 500 new English words. Today, we bring smiles to 7 million children across 76,000 primary government schools in Chhattisgarh, Uttarakhand, Jharkhand, Haryana, Himachal Pradesh, and Uttar Pradesh.

To raise resources for this cause beyond his personal financial commitment, Mr Vineet Nayar has also pledged his 'speaking and consulting time' to Sampark Foundation. To manage this, we have created a unique initiative- 'Speak-for-a-cause' which invited organisations to contribute to Sampark in exchange/appreciation of Mr. Nayar's speaking time and consultation services. For more information about this program, please write to [swatilakhotia@samparkfoundation.org](mailto:swatilakhotia@samparkfoundation.org)



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