

Great People Manager Study®

Good managers build better workplaces. As a result, organisations are placing greater focus on identifying and developing people leaders who can support their teams, build trust and drive success

About Great Manager Institute®

At Great Manager Institute®, we are continuously deepening our understanding of what makes a great people manager as leadership expectations continue to evolve. Through India's largest study on people management, a proprietary assessment framework, and

technology-enabled analytics, we help organisations measure People Manager Effectiveness and benchmark their leaders against the highest standards of people leadership. Our insights enable organisations to identify leadership strengths, uncover opportunities for improvement,

strengthen succession pipelines, and make informed people decisions. As the organisation behind the gold standard for manager recognition in India, our goal is to redefine people management globally, with a vision of a world where every individual gets to work with a Great People Manager™.

About the Great People Manager Study®

The Great People Manager Study® is India's largest study on people management, conducted annually by Great Manager Institute®. The study captures team member feedback on manager effectiveness across three key themes: Connect, Develop, and Inspire®—the foundational behaviours that drive engagement, growth, performance, and retention.

Now in its seventh edition, the study evaluates managers through a rigorous multi-stage process that includes team member feedback, people practice submissions, and mentor interviews. The

study is distinguished by its proprietary Validity Score, which assesses the mindfulness and reliability of participant responses. Visible to respondents in real time and reported at both the manager and organisational level, it encourages thoughtful participation and helps organisations interpret findings with greater confidence.

The study culminates in the announcement of two prestigious recognitions: India's Top 100 Great People Managers™ and the Top 50 Great People Managers™ (CEOs, MDs, and Founders), recognising leaders who exemplify excellence in people leadership and have

successfully adapted to the evolving expectations of people managers. This year, we have expanded our recognition categories to celebrate excellence in people management across a wider range of leaders and contexts. We believe great people management deserves to be recognised wherever it exists—not only at scale, but also in pockets of excellence that make a meaningful impact. As part of this effort, we are proud to introduce India's Top 50 Women—Great Managers To Work With®, recognising women leaders who exemplify outstanding people management.

Message from the CEO

For decades, organisations have invested heavily in strategy, technology, products, and processes to drive performance. Yet, one of the most powerful drivers of business success continues to be the quality of people management.

As AI reshapes the way work gets done, an interesting paradox is emerging. While AI is making information and expertise more accessible than ever before, employees continue to look to their managers for the things technology cannot easily provide—trust, context, coaching, recognition, support, and inspiration.

The findings from our State of Managers 2026 report suggest that as technology becomes more capable, the expectations from managers are becoming more human, not less. The future of management will not be defined by a manager's ability to have all the answers, but by their ability to create clarity amidst ambiguity, foster growth amidst constant

change, and build human connection in increasingly digital workplaces.

At Great Manager Institute®, we believe great people management should not be left to chance. It must be understood, measured, developed, and celebrated. Having assessed over 100,000 managers across industries, we have consistently seen that exceptional people leadership is not defined by authority or designation, but by the ability to help others succeed.

The leaders recognised in this publication exemplify that belief. Through their actions, they demonstrate that great people management remains one of the most enduring competitive advantages an organisation can build. This year, we are also proud to expand our recognition categories to



celebrate excellence across a broader spectrum of leaders, including the inaugural India's Top 50 Women—Great Managers To Work With® list, scheduled for unveiling in September.

mission remains unchanged: to create a world where every individual gets to work with a Great People Manager™.

— Prasenjit Bhattacharya
Co-founder and CEO,
Great Manager Institute®

As we look ahead, our

A leadership philosophy rooted in empowerment

Pankaj Jain, founder and CEO, Aaseya, believes that true leadership lies in creating leaders, not followers, and fostering a culture where ownership, innovation, and purpose empower people to achieve their full potential



My leadership journey began the day a book changed my life. As a young student growing up in Jaipur, I came across a programming book called *Let Us C*. What started as curiosity quickly became a passion, and

that passion eventually shaped my career in technology and led to the founding of Aaseya. Over the years, I have learned that while technology evolves rapidly, the fundamentals of leadership remain remarkably constant. Great organisations are

not built by technology alone; they are built by people who are trusted, empowered, and inspired to achieve more than they thought possible. My leadership philosophy is simple: create leaders, not followers. I believe in giving people

ownership, encouraging independent thinking, and creating an environment where learning, innovation, and accountability thrive. The role of a leader is not to have all the answers but to help others discover their potential and succeed.

At Aaseya, we have built a culture that values ambition with humility, performance with empathy, and innovation with purpose. As AI, automation, and digital technologies continue to reshape industries, I believe organisations that successfully combine cut-

ting-edge innovation with strong values and exceptional people will define the future. This recognition belongs to every Aaseyan whose passion, resilience, and commitment continue to make that vision a reality.

Exceptional organisations are built by visionary leaders who lead with purpose and shape enduring workplace cultures. The Top 50 Great People Managers™ of India 2026 (CEOs, MDs and Founders), presented in alphabetical order by organisation name, celebrate such outstanding business leaders

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|---|---|---|--|--|---|---|--|--|---|
| Saravanan Murugesan CEO, 4 Apps Solutions Private Limited | Pankaj Jain Founder and CEO, Aaseya IT Services Private Limited | Yusuf M Kagzi Founder, Aeroflex Industries Limited | Prakash Balasubramanian Executive Vice President and Global Head of Engineering and AI, Ascension Engineering Private Limited | Amit Gaiinda MD and CEO, Avanse Financial Services | Niraj Kumar Kaushik Deputy CEO, Aye Finance Limited | Vineet Verma Director, Brigade Hospitality Services Ltd. and Managing Director, World Trade Center Bengaluru, Kochi and Chennai; Brigade Hospitality Services Ltd. & Aureya Facilities Management | Dr Dinesh Chandrasekar Former Chief Strategy Officer and MD, India, Centific Global Technologies India Private Limited | Sandesh Chitnis CEO, Core Integra Consulting Services Limited | Arpita Srivastava MD - APAC Tenant Rep (Office) and COO Advisory, Cushman & Wakefield Private Limited |
| Sanjeev Khetarpal APAC Region and DSCI Controller - Finance and DuPont India Country Leader, DuPont Specialty Products India Private Limited | N G S Sanjeev Kumar CEO, Dusters Total Solutions Services Private Limited | Rohit Gothi MD and CEO, Esme Consumer Private Limited | Sushel Agarwal CEO, Dusters Total Solutions Services Private Limited | Senuvasan Anaranathan MD, India Head, VP Global Delivery, General Datatech India Private Limited | Rajeev Vasudeva President, Hashedin Technologies Private Limited | Rana Barua Group CEO, India, Southeast Asia and North Asia (Japan and South Korea), Havas | Zubin Saxena Senior Vice President, Region Head - South Asia, Hilton Hotels Management India Private Limited | Avinash Sethi Co-Founder, InfoBeans | Aravind Kumar Rajendran CEO, KGISL Educational Institutions |
| K V B Reddy MD and CEO, L&T Metro Rail (Hyderabad) Limited | M Selvarasu MD, LEAD Consultancy and Engineering Services (India) Private Limited | Sameer Kanodia Vice Chairman and CEO, Lumina Datamatics | Shrishti Bhandari CEO and Executive Director, Mangalam Information Technologies Private Limited | Mohamed Hatem CEO, Mobily Infotech | Vijay Kumar Jatia Chairman and MD, Modern India Limited | Ketan Patel Co-Founder and CEO, MSwipe Technologies Private Limited | Pawan Kumar Agarwal MD, N.K. Realtors Private Limited | Dr Narendra Reddy K CEO, Natural Remedies Private Limited | Joshua Klinge Founder and CEO, Newport Medical Solutions, LLC |
| Yogesh Agarwal MD and CEO, Nova Techset Limited | Chandrasekharababu Talluri Global CEO, Object Technology Solutions Inc. | Sushil Kumar Jain CEO, Orbit Techsol India Pvt Ltd | Somnath Banerjee Co-Founder and CEO, Orion Corporate Alliance Private Limited | Mohammed Asif Executive Director, Plan International India Chapter | Lohit Bhatia CEO, Quess Corp Limited | Anil Kumar Banchor MD and CEO, RDC Concrete India Limited | Poornima Garg Country Director, Room to Read India | Manish Agarwal CEO and MD, Rothe Erde India Private Limited | Bharat Kumar Mishra MD and CEO, SBI Factors Limited |
| Pankit Desai CEO and Co-Founder, Saguretek IT Solutions Private Limited | Kavindra Mishra MD and CEO, Shoppers Stop Limited | Sushant Dash CEO, Tata Starbucks Private Limited | Shaheen Mistri Founder and CEO, Teach For India | Vinet Kumar CEO and Founder, ThoughtSol Infotech Private Limited | Uday Ranpara Co-Founder and Group CEO, Unison Globus Alliances Private Limited | Shrinivas Rao CEO, Vestian Global Workplace Services Private Limited | Barun Pal Chowdhury Former CEO, Vistwa Samudra Engineering | Ghanshyam Ahuja Group CEO, vSaaS Innovations Private Limited | Gaurav Bawa MD, Wika Instruments India Private Limited |

State of Managers 2026

Read the State of Managers 2026 report to learn more

To explore this for your organisation

The State of Managers 2026 report presents insights drawn from the experiences of thousands of employees and managers across industries and levels of leadership. This year's report explores how managers are adapting to AI-driven change, shifting employee expectations, and growing performance pressures. It highlights emerging patterns in trust, development, recognition, and well-being, offering organisations a clearer understanding of what employees need from managers to thrive.





Great People Manager Study®

Behind every thriving workplace is a great manager who inspires trust, nurtures talent, and helps people and businesses succeed. The Top 100 Great People Managers™ of India 2026, presented in alphabetical order by organisation name, recognises outstanding leaders in people management

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|---|---|---|--|---|---|---|---|---|---|
| NIKUNJ VASANT RAI KARIA DVP and Head of Banking Operations, Airtel Payments Bank | Nishant Shekhar Assistant Vice President, Airtel Payments Bank | Krithika Aravind Associate Vice President, Ascension Engineering Private Limited | Sangeeta Shailendra Shetty Vice President, People and Culture, Ascension Engineering Private Limited | Ankush Kumar Assistant Manager - Operations, ATAIN (formerly known as IGT Solutions) | Mansi Malhotra Operations Manager, ATAIN (formerly known as IGT Solutions) | Raju Singh Rawat Assistant Manager, ATAIN (formerly known as IGT Solutions) | Adwait Krishna Assistant Vice President, Axis Max Life Insurance Limited | Kalpataru Panda Assistant Vice President, Axis Max Life Insurance Limited | Neelika Ghai Assistant Vice President - Human Resources, Axis Max Life Insurance Limited |
| Piyush Maheshwari Head of Credit and Field Operations, Aye Finance Limited | Prateek Dixit Assistant Department Manager, Burns & McDonnell Engineering India Private Limited | Hemang Jauhari Group Head of HR, Clicktech Retail Private Limited | Jagannath R Associate Test Manager, Congruent Solutions Private Limited | Prabhakaran Govindaraj Project Manager, Congruent Solutions Private Limited | Arun Kumar K V Deputy Vice President, CSB Bank Limited | Jainit Sharma Zonal Head, CSB Bank Limited | Vikas Singhal Deputy General Manager - F&A, Dharampal Satyapal Limited | Probal Sinha Vice President - HR and Administration, DreamFolks Services Limited | Gautam Jain Product Support Director, Dunhumby IT Services India Private Limited |
| Prema Deshmukh Deputy Vice President, Edelweiss Life Insurance Company Limited | Sagar Bhoole Senior Vice President, Edelweiss Life Insurance Company Limited | Vivek Mathews Lead - Planning and Strategy - Direct, Edelweiss Life Insurance Company Limited | Aniruddha Ghosh General Manager, Emami Limited | Poonam Nawandar Senior Project Manager, EPAM Systems | Praveen Charies Director - Experience Design, EPAM Systems | Srikanth Jadhav Head of Talent Development, EPAM Systems | Dharmaraj G Assistant General Manager (IT), Fidelity National Financial India | C S Thirjesh Kumar Deputy General Manager, FirstMeridian Business Services Limited | Kuwar Atulshwar Singh AVP - HR & Compliance, FirstMeridian Business Services Limited |
| Samarjita Saha Abraham Project Head, FirstMeridian Business Services Limited | Shray Jerath Director - Supply Chain and Manufacturing Analytics, Fractal Analytics Private Limited | Akshya Hemraj Business Manager - CSGR - Sales, GMMCO Limited | Ashwith Kumar J Shetty Regional Business Manager, GMMCO Limited | Sandeep Kumar Singh Senior Tech Architect Leader, Hashedin by Deloitte | Mani Singh Assistant Vice President - Marketing, HDFC ERGO General Insurance Company Limited | Prashant Kaushik Senior Manager, HDFC ERGO General Insurance Company Limited | Syed Anjad Pasha Manager - Health Claims, HDFC ERGO General Insurance Company Limited | Poonam Marathe Regional Head, HDFC Life Insurance Company Limited | Samir Shaikh Territory Manager, HDFC Life Insurance Company Limited |
| Shruti Mehta Chief Manager - Human Resources, HDFC Life Insurance Company Limited | Manish Tolani Vice President and Commercial Director - South Asia, Hilton Hotels Management India Private Limited | Saurabh Prashant Pattekar Industry Principal - Data and AI, Infosys Limited | Mohit Arora Director - TAG (Talent Acquisition Group), Iris Software Technologies Private Limited | Pradyumna Pujari Senior Manager - Project Management, Iris Software Technologies Private Limited | Rekha Jain Manager, Iris Software Technologies Private Limited | Shiv Sagar Sharma Senior Manager, Knowcraft Analytics Private Limited | Jaspreet Singh Gill Project Director, Larsen & Toubro Limited | Jiti Manas Manchanda Sr. Project Manager, Larsen & Toubro Limited | Aditya Bhoi Manager, LEAP India Limited |
| Rabi Pattnaik Senior Manager, LEAP India Limited | S Rajkumar Assistant Manager, LEAP India Limited | Madhan Mohan Gopala Krishnan Associate Vice President, Lumina Datamatics | Santosh Mohan Shenoy Vice President, Lumina Datamatics | Vikas Mediratta Business Head - MISP, Mahindra Insurance Brokers Limited | Bipin Pittha Head - L&OD, Moneybox Finance Limited | Mohit Sardana Associate VP - Credit and Risk, Moneybox Finance Limited | Rajitha Tammineni Lead, ESG & Impact, Moneybox Finance Limited | Prakash Sharma Regional Head - Business Development, Nayara Energy Limited | Sanjay Bansode Head Fleet and Loyalty, Nayara Energy Limited |
| Hemant Vasant Desai General Manager - Construction, Oberoi Realty Limited | Jainil Visawadia Senior Manager - Quality Control, Oberoi Realty Limited | Lee-Ann Mascarenhas Deputy General Manager - Customer Service, Oberoi Realty Limited | Malcolm Batti Manager, PGP Glass Limited | Pankaj Sharma Deputy General Manager, PGP Glass Limited | Sanjay Yadav Manager, PGP Glass Limited | Ameya Shirish Waingankar Senior Partner, Practus Advisors Private Limited | Monika Narula Vice President, HR - APAC & Poland, Precisely Software and Data India Private Limited | Naveen Katti Deputy General Manager - HR, Ques Corp Limited | Chirama Arthi Reddy Facility Director, Rainbow Children's Medicare Limited |
| Jayadeep Reddy Jammuladinne Facility Director, Rainbow Children's Medicare Limited | Syed Mohammad Faiz Akhtar Assistant General Manager - Technical (North India), RDC Concrete (India) Limited | Yogesh Parmdharinath Parkar Senior Manager - Operations, RDC Concrete (India) Limited | Neha Goel AVP - Finance, Resurgent India Limited | Palle Nagendra Reddy Senior Manager Software Engineering, Ribbon Communications | B Niranjan Kumar Vice President, Safexpress Private Limited | Hitesh Choudhary Deputy Vice President - Consumer Sales, SBI Cards and Payment Services Limited | Soumavo Dutta Choudhury Assistant Vice President, SBI Cards and Payment Services Limited | Kaveri Shashank Sawant Chief Technology Officer, SBI Factors Limited | Anurag Mishra General Manager - Quality and Food Safety, Shree Renuka Sugars Limited (A Wilmar Group Company) |
| Dr. Govind Pandurang Misale Senior Vice President (Ethanol), Shree Renuka Sugars Limited (A Wilmar Group Company) | Mahaveer Malagoudanavar General Manager (Cane), Shree Renuka Sugars Limited (A Wilmar Group Company) | Vijay Yadav Chief Industrial Relations Officer, SKH Group | Amit Kumar Lal Regional Business Manager, SMFG India Credit Company Limited | Amol Stanley William State Manager, SMFG India Credit Company Limited | Dr Vivek Tomar Executive Director and Head of India, Global Regulatory Affairs Solutions and Medical Writing, Ssynco Health | Rahul Gattani CFO, Tata Starbucks Private Limited | Nalika Braganza Program Director, Teach For India | Abhinav Srivastava Sales Director - India and South Asia, Terex India Private Limited | Manivannan Sankaran Asst. General Manager - Facilities, Terex India Private Limited |
| R Malar Vannan Fernando Director - Human Resources, Terex India Private Limited | Anjali Bisht Senior Manager - Finance Control Governance, TESCO Bengaluru Private Limited | Rajan Pathak Senior Manager, Enterprise Analytics, TESCO Bengaluru Private Limited | Ravinder Singh Manager - Learning and Development, Time Equipment Private Limited | Shivaji Singh AVP and Head HR, Tropical Agrosystem (India) Private Limited & JU Agri Sciences Private Limited | Abhinav Reddy Desam Area Manager, Valagro Biosciences Private Limited | Hiral Pandya Head Learning and Development, Welspun Transformation Services Limited | Sunitha Gokul Tower Head - Merchandising, Welspun Transformation Services Limited | Mehul Hasnukhbhai Shah Lead - Sales Force Excellence, Zenex Animal Health India Private Limited | Mohamed Vimal Riaz Regional Head - Middle East, Zydus Wellness Products Limited |

Great Manager Institute's Leadership Factories® of India are organisations recognised for building exceptional leaders through structured, scalable leadership development practices. Assessed using GMI's proprietary Leadership Capability Maturity Model (LCMM), these organisations span sectors such as IT, BFSI, e-commerce, manufacturing, and services. As of June 2026, 15 organisations currently hold this recognition, reflecting their commitment to transforming leadership development from intent to lasting impact.

Leadership Factories® of India
(In alphabetical order as per organisation name)

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