

 <b>AKSHAY TANEJA</b> TDI Infratech Ltd.	 <b>AMAR NATH SHROFF</b> Alcove Realty	 <b>AMIT GOENKA</b> Nisus Finance Services Co	 <b>AMIT GROVER</b> DLF Cybercity Developers Ltd.	 <b>AMIT PARANJAPE</b> Paranjape Schemes Construction Limited	 <b>DR. ANANTA SINGH RAGHUVANSHI</b> Experion Developers Pvt. Ltd.	 <b>ANSHUMAN MAGAZINE</b> CBRE India, South East Asia, Middle East & Africa	 <b>ANUJ PURI</b> ANAROCK Group	 <b>ANURANJAN MOHNOT</b> Lumos Alternate Investment Advisors Pvt Ltd.
 <b>BASANT KUMAR PARAKH</b> Orbit Group	 <b>BM JAYASHANKAR</b> Adarsh Group	 <b>BIJAY AGARWAL</b> Salarpuria Sattva Group	 <b>NIRU AGARWAL</b> Salarpuria Sattva Group	 <b>GAURAV MOUDGIL</b> Global C - Project & Development Management	 <b>HARSHAVARDHAN NEOTIA</b> Ambuja Neotia	 <b>DR. JUPALLY RAMESWAR RAO</b> My Home Group	 <b>KHUSHRU JIJINA</b> Piramal Capital & Housing Finance Limited	 <b>KUMARAN CHANDRASEKARAN</b> Sundaram Alternate Assets Ltd.
 <b>MADHUSUDAN G.</b> Sumadhura Infracon Pvt. Ltd.	 <b>MADHUSUDAN PAI</b> Century Real Estate Holdings Pvt Ltd.	 <b>MANI RANGARAJAN</b> Housing.com, Makaan.com and Proptiger.com	 <b>NEERAJ BANSAL</b> KPMG in India	 <b>DR. NIRANJANI HIRANANDANI</b> Hiranandani Group	 <b>DR. NITESH KUMAR</b> Emami Realty Limited	 <b>PIROJSHA GODREJ</b> Godrej Properties	 <b>PRADEEP AGGARWAL</b> Signature Global Group	
 <b>PRADEEP LALA</b> Embassy Services	 <b>PRATIIK JALAN</b> Jalan Builders	 <b>RAJ PILLAI</b> Starworth Infrastructure and Construction Ltd.	 <b>Realty+</b> PRESENTS <b>SUPER CXOs</b>  <b>INDIA'S TOP REALTY INFLUENCERS 2021</b>  CO-POWERED BY 			 <b>RAMESH NAIR</b> Real Estate Expert & former CEO, JLL India	 <b>RAVI KUMAR DUGAR</b> PS Group	 <b>REEZA SEBASTIAN KARIMPANAL</b> Embassy Group
 <b>DR. S VASUDEVAN</b> Ozone Group	 <b>SACHIN BHANDARI</b> VTP Realty	 <b>SANJAY DUTT</b> TATA Housing Development Company				 <b>SANKEY PRASAD</b> Colliers	 <b>SANTOSH AGARWAL</b> Alphacorp	 <b>SATHISH RAJENDREN</b> Knight Frank India
 <b>TANUJ SHORI</b> Square Yards	 <b>UDDHAV PODDAR</b> Bhumika Group	 <b>VINOD ROHIRA</b> MindSpace Business Parks REIT				 <b>VISHAL SINGH</b> Deloitte India	 <b>YATIN PATEL</b> DSP Design Associates	 <b>YUKTI NAGPAL</b> Gulshan

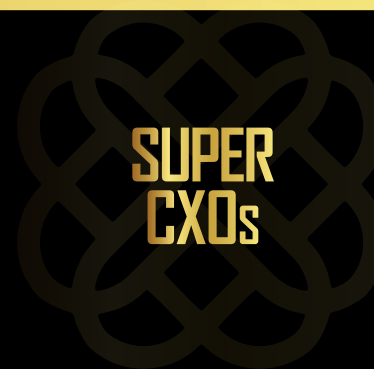
# THE LEGENDS OF REALTY LANDSCAPE

SUPER  
CXOs

MANAGEMENT  
SKILLS  
LEAD  
POWER  
CAREER  
TOP  
PRIME  
HEAD  
DIRECTOR  
ALPHA  
MANAGER  
ACTION  
LEAD  
TUTOR  
EFFECTIVE  
TREND  
DEVELOPMENT  
MASTER  
MANAGER  
TUTOR  
CONTROL  
PERSON  
SUCCESS  
POSITIVE  
ALPHA  
BUSINESS  
PEOPLE  
MAN  
PRIME  
LEAD  
TREND  
TUTOR  
CONTROL  
HEAD  
MAN  
CAREER  
BEST  
MISSION  
POWER  
LEAD  
BUSINESS  
MASTER  
TOP  
ACTIVITY  
EFFECTIVE  
LEAD  
HEAD  
MAN  
DIR  
SUCCE  
MAN  
HEAD  
PEOPLE  
DEVELOPMENT  
ORGANIZER  
LEADERSHIP  
AUTHORITY  
ALPHA  
POSITIVE  
TUTOR  
SUCCESS  
SKILLS  
MAN  
PEOPLE  
BUSINESS  
BEST  
SKILLS  
TREND  
MAN  
TUTOR  
EFFECTIVE  
LEAD  
HEAD  
MAN  
DIR  
SUCCE  
MAN  
HEAD  
PEOPLE  
DEVELOPMENT  
ORGANIZER  
LEADERSHIP  
AUTHORITY  
ALPHA  
POSITIVE  
TUTOR  
SUCCESS  
SKILLS  
MAN  
PEOPLE  
BUSINESS  
BEST  
SKILLS  
TREND  
MAN  
TUTOR  
EFFECTIVE  
LEAD  
HEAD  
MAN  
DIR  
SUCCE

# DER

SKILLS CAREER ACTION LEADERSHIP  
EFFECTIVE TOP LIBERTY SUCCESS  
TREND  
LIBERTY  
PERSON ACTION MAN PRIME TOP POSITIVE MANAGER  
MOVEMENT  
SUCCESSFUL CONTROL MASTER DIRECTOR  
MANAGER  
DEVELOPMENT POSITIVE  
MANAGEMENT  
SKILLS PERSON  
ACTIVITY  
HEAD  
LEADERSHIP MOVEMENT  
ORGANIZER LEAD  
POSITIVE MOVEMENT  
BEST  
EFFECTIVE  
TREND  
ACTION  
TUTOR TOP  
SUCCESSFUL  
DIRECTOR  
ALPHA  
BUSINESS  
MASTER PRIME  
LEAD  
SKILLS POWER  
PEOPLE  
AUTHORITY  
MANAGER  
HEAD  
SKILLS  
ALPHA  
ORGANIZER  
BEST  
LIBERTY  
CAREER  
BUSINESS  
PERSON  
MISSION  
SUCCESSFUL  
TUTOR  
POWER  
MANAGER  
ACTION  
CONTROL  
TREND  
DEVELOPMENT  
ORGANIZER  
POSITIVE  
T



# IDEAS THAT MATTER!

WITNESS THE BIGGEST LAUNCH OF

**Realty+**  
**idea** INDIAN  
DIGITAL  
EXCELLENCE  
AWARDS 2022

A VIRTUAL SERIES!

**27 MAY, 2022**  
**NOMINATIONS ARE OPEN NOW!**

Monisha Karkera for East & South Zones +91 9870441920  
monisha.karkera@exchange4media.com

Nidhi Kapadia for North & West Zones +91 8879500962  
nidhi.kapadia@exchange4media.com



## F O R E W A R D

### LEADERSHIP IS ABOUT TAKING RESPONSIBILITY

Chris Hadfield, the Canadian astronaut once said, “Leadership is not about glorious crowning acts. It’s about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter. It is about laying the groundwork for others’ success, and then standing back and letting them shine.”

I too personally believe that good leaders motivate employees to work hard and meet organizational needs. They provide meaningful guidance and advice and also support the employees need to grow and develop. Leaders emphasize innovation above all and encourage radical ideas.

The Realty+ Super CXOs Coffee Table Book imbibes all these traits. The real estate leaders featured in the book have demonstrated their own challenges, learnings and experiences so aptly! The idea behind creating this collection of opinions and perspectives from those leading from the front, was to bring to the larger audience the outlook from the best of the realty professionals on what strong leadership skills in the world of business means.

It can be a difficult to place a value on leadership. The Super CXOs featured here have displayed a holistic approach, setting in place the culture of the company that have become an example for others to follow.

I congratulate the Realty+ team for this wonderful presentation of this unique Realty+ Super CXOs Coffee Table Book that features Indian Realty’s dynamic SUPER CXOs who are transforming the sector through their leadership and vision.

More than ever, we need leaders across the professional spectrum to set and achieve challenging goals, take fast and decisive action when needed, and inspire others to perform at the highest level they can.

SUPER  
CXOs



**DR. ANNURAG  
BATRA**

Chairman & Editor in Chief  
exchange4media & BW Businessworld

#17YearsOfRealEstate

Realty+

17<sup>TH</sup>

ANNIVERSARY

Collector's Edition

**BRAVE AND BEYOND "2022"**

Business leaders share their views on the future for their respective domains. Writing about what will happen tomorrow is both exhilarating and a moment of retrospection.

Not to be missed Realty+ 17th Anniversary issue  
is worth poring over for its varied insights.

---

TO COLLABORATE WITH REALTY+, CONTACT:

Tripti Kedia | +91 98200 10226 | [tripti@exchange4media.com](mailto:tripti@exchange4media.com)

## **F O R E W A R D**

### **LEADERS TRANSLATE VISION INTO REALITY**

Every one of us is a leader in our own right, whatever the size of our circle of influence. In my opinion, leadership is about solving problems, whether among our group of friends, families, teams, or entire company.

At an organizational level, a leader has a dream, and the passion to pursue it. They possess the decision-making ability, a go-getter attitude and have an open mind to welcome new ideas, and innovativeness. The success of a company more often than not, rests in the hands of its leaders. Becoming an effective business leader means possessing a diverse set of skills.

The Realty+ latest initiative of compiling the views of visionary leaders from across the realty sector is an eye-opener, as we get to know the innermost thoughts of C-Suite professionals who are part of one of the toughest businesses - real estate.

Indeed, productive leadership offers optimism and positive energy to find the right answers to challenges and reassures workers when things go awry. Whether or not you are a leader, there are some great lessons to be learnt from the Realty+ Super CXOs Coffee Table Book featuring Indian Realty's energetic leaders that are creating a strategic vision for their organizations.

It can be rightly said, that leadership is not one blanket characteristic, but has many different facets to it, from showing workers how to effectively perform their responsibilities to genuinely valuing people and assisting them in realising their full potential.

I congratulate the Realty+ team on this book which exemplifies the passion to produce great output consistently, and kudos to the leaders and CXOs who are continuously reinventing themselves and their work.



**NAWAL  
AHUJA**

Co-Founder & Director  
Exchange4media



## **LEADERS ARE THE BEST AMBASSADORS OF THEIR BRANDS**

“The path from dreams to success does exist. May you have the vision to find it, the courage to get on to it, and the perseverance to follow it.” Kalpana Chawla, the first woman of Indian origin to go to space, said these words as she began her legendary journey into uncharted territory. The path to success does indeed exist for our Super CXOs, and they are paving it every day with crystal clear vision, inspiring courage and relentless perseverance.

Leadership is no easy task. That’s why it’s so helpful when we get an insight into what makes great leaders tick. While curating this coffee table book, our desire was singular: spotlight the person behind the leadership title, behind the brand, and behind the business. What makes them unique, what motivates them, what makes them so successful at what they do? In doing so, we have had the privilege to unearth precious insights from the minds and hearts of these legends, which otherwise wouldn’t have never come to light.

In my own learning curve of leading and managing a team, I have seen that leaders must creating a compelling vision of the future, communicate that vision, and motivate their teams to commit to it. As many of our featured CXOs have mentioned, having a great mentor too has a tremendous impact on one’s professional journey. I have had the good fortune of having wonderful mentors here at exchange4media, who continue to guide with precision and empathy, and stand by their teams with rock solid solidarity during challenging times.

I have always felt that people are what matter the most in any business. So naturally, people are also the best ambassadors of their brands. Personal Branding, showcased in the Realty+ Super CXOs Coffee Table Book, allows the iconic leaders at the helm of their brands to capitalise on their unique persona, trademark traits and extraordinary thought leadership. Going beyond the business and the achievements of the past, let’s look inward and ahead, rather than looking back. After all, you cannot successfully lead others, unless you first can successfully lead yourself. In times of uncertainties, let’s set new goals, bring new perspectives and encourage our teams to step into uncharted territories.

Thank you to See & Recruit for being such a supportive partner in this endeavour, to Tanvi Bhatt for her valuable inputs, and to my team for supporting me in bringing this initiative to life. And of course, thank you to our Super CXOs for sharing their heartfelt insights.

I trust these inspiring stories will be the catalyst for many more emerging success stories in Indian Real Estate!

**Tripti Kedia**  
**Publisher & Business Head**  
**Realty+**

---

*For feedback and more details, please contact:*  
**+91 98200 10226 | [tripti@exchange4media.com](mailto:tripti@exchange4media.com)**



## WHEN BRANDS BECOME LEGACIES....

There are brands and then there are brands which are so iconic that only the name or the logo is enough to celebrate the history and the legacy of the same...

Likewise, there are leaders and then there are thought leaders who are a rare breed of leaders that often their name is enough to introduce their extraordinary legacies of thought leadership!

This book is our tribute to a selection of such Iconic Thought Leaders and nation builders of India Inc. who have redefined the Indian real estate horizon with their vision, purpose and resilience, to have thus carved an equally invincible identity for themselves.

What makes them stand out? It is the sheer brilliance and indelible impact of their personal brand that has empowered them to scale miles as thought leaders which is often impossible to fathom for external spectators. As the brand ambassadors of their organizations, they have not only led their businesses with an exceptional history of accomplishments, but have built a legacy of culture that is the finest bequest of their personal brand ethos and eloquence.

The power of a leader's personal brand is truly tested with changing tides; and these leaders have steered their organizations and their teams with bold valour, contagious integrity and titanic trust across all internal as well as external stakeholders to emerge stronger and taller. This is proven by the resolute confidence of the investors in these businesses solely due to the absolute faith they behold in the captains at helm.

This book celebrates the tangible as well as the intangible brand legacies of these iconic leaders who have exemplified their superpowers as thought leaders in their Super CXO roles. We hope you enjoy discovering the brand essence, philosophies and stories of these Super CXOs as we have enjoyed capturing them...



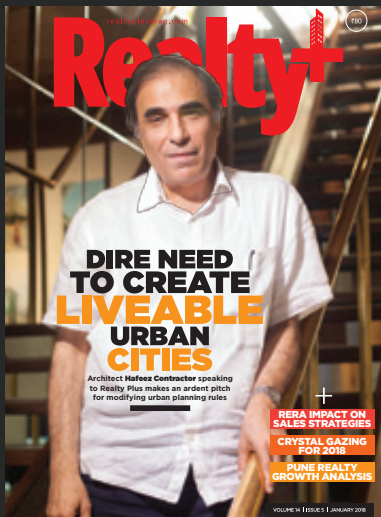
**TANVI  
BHATT**

Personal Branding Expert & Founder  
Tanvi Bhatt International

SUPER  
CXOs

# Realty+

Magazine



# About Realty+

Realty+, an exchange4media Group publication, is the premier media & publication for the real estate industry in India that has demonstrated timely thought leadership with innovations in our content formats and modalities amidst diverse challenges.

## Realty+ Magazine

We are delighted to share that Realty+ Magazine, India's leading real estate monthly Magazine is now officially recognised and awarded "The Best Real Estate Magazine in India" by Real Estate Development Council (NAREDCO).

As a monthly magazine, Realty+ provides information pertaining to real estate at the consumer's fingertips. It analyses residential, commercial, retail and industrial real estate market, features major developments, prevailing issues and market trends. It also gives in-depth analysis of the construction industry, architecture and interior designing. Realty+ addresses, informs and educates all segments of the industry from the developers to the end consumers.

## Realty+ Collector's Edition Coffee Table Books

A sought-after product of Realty+ is the Coffee Table Books. Till now Realty+ has produced collector's edition Coffee Table Books on:

### • India's Top 100 Developers

In association with Cushman & Wakefield

### • India's Top 100 Projects

In association with CRISIL

### • India's Top 100 Luxury Projects

In association with JLL India

### • India's Moguls of Real Estate - India's Top 100 Developers

### • India's Homes for All

In association with JLL India

### • Pillars of Real Estate

India's Top Building & Construction Materials Brands



### E-Conclave & Excellence Awards 2021: Virtual Edition

The the 13th Realty+ Conclave & Excellence Awards: A Virtual Series with the theme of 'Building Resilience', features live-streaming knowledge sessions on the road ahead for Real Estate and a virtual Awards event felicitating the top performers in Indian Real Estate. The Virtual Series are designed to inspire and engage a larger, more inclusive audience spanning across the country.



### Realty+ Masterclass

Realty+ Masterclass Customised Webinars feature subject matter experts and industry leaders in insightful and informative conversations on current and relevant topics.



### Realty+ Real Talk

The Realty+ Real Talk Series presents Video Interviews with influential leaders from varied segments of real estate, sharing their honest views & opinions and real facts & figures, for the benefit of all the stakeholders in the industry.



### Realty+ 40 Under 40

With the past few years being of immense challenge and change in all segments of real estate, Realty+ has taken the initiative to recognize achievers under 40 years of age and encourage young talent across segments in the real estate industry.



### Realty+ Top 50 Marketing Minds

The Realty+ Top 50 Marketing Minds Awards honours and awards exemplary marketers who are making outstanding contributions in the field of marketing in the real estate sector.



### Realty+ Digital Connect

Digital marketing initiatives on Realty+ online channels that provide high visibility and real-time engagement.

SUPER  
CXOs

Realty+

### Coffee Table Books





# SUPER CXOs



## PUBLISHER & EDITOR-IN-CHIEF

DR. ANNURAG BATRA

## DIRECTOR

NAWAL AHUJA

## PUBLISHER & BUSINESS HEAD

TRIPTI KEDIA

[tripti@exchange4media.com](mailto:tripti@exchange4media.com)

+91 9820010226

## EDITORIAL

SAPNA SRIVASTAVA | EDITOR

[sapna.srivastava@exchange4media.com](mailto:sapna.srivastava@exchange4media.com)

+91 9769993655

NADINE D'SOUZA | EDITORIAL CONSULTANT

[realtyplus@exchange4media.com](mailto:realtyplus@exchange4media.com)

## ART & DESIGN

GORAKSH KOKATE | SR. DESIGNER

## PROJECT CO-ORDINATION

ALMAS KHAN

[almas.khan@exchange4media.com](mailto:almas.khan@exchange4media.com)

+91 9773257054

## ADVERTISING & SALES

GANESH GURAV

Sr. Manager – Sales

[ganesh.gurav@exchange4media.com](mailto:ganesh.gurav@exchange4media.com)

+ 91 9930960403

## CIRCULATION

ALMAS KHAN | MANAGER – EVENTS & MARKETING

[almas.khan@exchange4media.com](mailto:almas.khan@exchange4media.com)

+91 9773257054

## NOIDA OFFICE

B-20, Sector-57, Noida-201301

Phone: 0120 4007700

Fax: 01204007799

## MUMBAI OFFICE

301, Kakad Bhavan, 3rd Floor,

11th Street, Opp. Galaxy Cinema,

Bandra West, Mumbai 400050

Phone: 022 66206000

Fax: 022 66206099





SuperCxO Coffee Table Book celebrates the contribution of Leaders in Real Estate sector across all specializations. It beautifully captures Personal Brands and what makes them unique. We, at See & Recruit have dedicated more than a decade observing leadership trends in the sector and we are truly grateful for this opportunity to co-power this prestigious project of Realty Plus. Heartiest Congratulations to all the leaders featured in the book. Launched amidst the pandemic; the Coffee Table book stands to motivate many in the industry who are the backbone of our country. I am sure all our readers would cherish the abundance of the content.

**Tushar Rathod - Chief Executive**  
*Tushar@seenrecruit.com*

## **ABOUT SEE & RECRUIT**

See & Recruit is a 13 year-young company specializing in Executive Search business and has successfully facilitated over 1000 placements. With a 30-member team, we add value based on our knowledge, network and operating philosophy revolving around cultural fitment.

We strongly focus on Leadership hiring in Real Estate (RE) & Financial Services (FS) sectors.

Our operating philosophy is based on the principle that organizations achieve the highest level of performance when they are staffed with the right people who fit their corporate culture.

We are headquartered in Mumbai, India and have a branch office in Gurugram.

# C O N T

20

**AKSHAY TANEJA**

DIRECTOR,  
TDI INFRATECH LTD

21

**AMAR NATH SHROFF**

CHAIRMAN & FOUNDER,  
ALCOVE REALTY

23

**AMIT GOENKA**

MANAGING DIRECTOR & CEO,  
NISUS FINANCE SERVICES CO

24

**AMIT GROVER**

EXECUTIVE DIRECTOR - OFFICE BUSINESS,  
DLF CYBERCITY DEVELOPERS LTD.

25

**AMIT PARANJAPE**

HEAD - BUSINESS DEVELOPMENT, PARANJAPE  
SCHEMES CONSTRUCTION LIMITED

26

**DR. ANANTA SINGH RAGHUVANSHI**

SENIOR EXECUTIVE DIRECTOR,  
EXPERION DEVELOPERS PVT. LTD.

27

**ANSHUMAN MAGAZINE**

CHAIRMAN & CEO,  
CBRE INDIA, SOUTH EAST ASIA,  
MIDDLE EAST & AFRICA

28

**ANUJ PURI**

CHAIRMAN,  
ANAROCK GROUP

29

**ANURANJAN MOHNOT**

MANAGING DIRECTOR & CEO,  
LUMOS ALTERNATE INVESTMENT ADVISORS  
PRIVATE LIMITED

30

**BASANT KUMAR PARAKH**

MANAGING DIRECTOR,  
ORBIT GROUP

31

**BM JAYESHANKAR**

CHAIRMAN & MANAGING DIRECTOR,  
ADARSH GROUP

32

**BIJAY AGARWAL**

MANAGING DIRECTOR,  
SALARPURIA SATTVA GROUP

33

**NIRU AGARWAL**

DIRECTOR,  
SALARPURIA SATTVA GROUP

34

**GAURAV MOUDGIL**

MANAGING PARTNER,  
GLOBAL C - PROJECT & DEVELOPMENT  
MANAGEMENT

36

**HARSHAVARDHAN NEOTIA**

CHAIRMAN,  
AMBUJA NEOTIA

37

**DR. JUPALLY RAMESWAR RAO**

CHAIRMAN,  
MY HOME GROUP

38

**KHUSHRU JIJINA**

MANAGING DIRECTOR,  
PIRAMAL CAPITAL & HOUSING FINANCE  
LIMITED

39

**KUMARAN CHANDRASEKARAN**

VICE PRESIDENT - INVESTMENT,  
SUNDARAM ALTERNATE ASSETS LTD.

40

**MADHUSUDAN G.**

CHAIRMAN & MANAGING DIRECTOR,  
SUMADHURA INFRACON PVT. LTD.

41

**MADHUSUDAN PAI**

CHIEF FINANCIAL OFFICER,  
CENTURY REAL ESTATE HOLDINGS PVT LTD.

42

**MANI RANGARAJAN**

GROUP COO,  
HOUSING.COM, MAKAAAN.COM AND  
PROPTIGER.COM

43

**NEERAJ BANSAL**

PARTNER & COO - INDIA GLOBAL,  
KPMG IN INDIA

# EVENTS



**44** **DR. NIRANJAN HIRANANDANI**  
CO-FOUNDER & MD,  
HIRANANDANI GROUP AND  
PRESIDENT, ASSOCHAM & NAREDCO

**45** **DR. NITESH KUMAR**  
MANAGING DIRECTOR & CEO,  
EMAMI REALTY LIMITED

**46** **PIROJSHA GODREJ**  
EXECUTIVE CHAIRMAN,  
GODREJ PROPERTIES

**47** **PRADEEP AGGARWAL**  
FOUNDER & CHAIRMAN,  
SIGNATURE GLOBAL GROUP

**48** **PRADEEP LALA**  
MANAGING DIRECTOR & CEO,  
EMBASSY SERVICES

**49** **PRATIJK JALAN**  
DIRECTOR,  
JALAN BUILDERS

**50** **RAJ PILLAI**  
MANAGING DIRECTOR,  
STARWORTH INFRASTRUCTURE AND  
CONSTRUCTION LTD.

**51** **RAMESH NAIR**  
REAL ESTATE INDUSTRY VETERAN &  
FORMER CEO OF JLL INDIA

**52** **RAVI KUMAR DUGAR**  
DIRECTOR,  
PS GROUP

**53** **REEZA SEBASTIAN KARIMPANAL**  
PRESIDENT - RESIDENTIAL BUSINESS,  
EMBASSY GROUP

**54** **DR. S VASUDEVAN**  
CHAIRMAN,  
OZONE GROUP

**56** **SACHIN BHANDARI**  
CEO,  
VTP REALTY

**59** **SANJAY DUTT**  
MANAGING DIRECTOR & CEO,  
TATA HOUSING DEVELOPMENT COMPANY

**60** **SANKEY PRASAD**  
FRICS, CHAIRMAN & MANAGING DIRECTOR,  
COLLIERS

**61** **SANTOSH AGARWAL**  
CFO,  
ALPHACORP

**62** **SATHISH RAJENDREN**  
COO & HEAD - FACILITIES & ASSET  
MANAGEMENT SERVICES,  
KNIGHT FRANK INDIA

**64** **TANUJ SHORI**  
CHIEF EXECUTIVE OFFICER,  
SQUARE YARDS

**65** **UDDHAV PODDAR.**  
MANAGING DIRECTOR & GROUP CEO,  
BHUMIKA GROUP

**66** **VINOD ROHIRA**  
CHIEF EXECUTIVE OFFICER,  
MINDSPACE BUSINESS PARKS REIT

**67** **VISHAL SINGH**  
PARTNER,  
DELOITTE INDIA

**68** **YATIN PATEL**  
FOUNDER & PRINCIPAL,  
DSP DESIGN ASSOCIATES

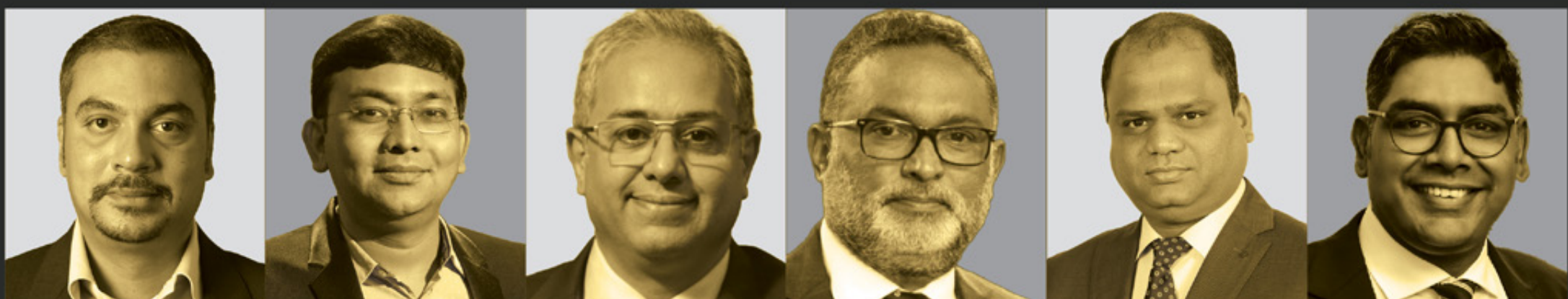
**69** **YUKTI NAGPAL**  
DIRECTOR,  
GULSHAN

Realty+ SUPER CXOs - India's Top Realty Influencers highlights the Leadership insights of CXOs Pan-India and celebrates their Winning Strategies. This edition features those dynamic personalities in Real Estate who have been influential in shaping the sector with their vision, innovation and inspiring journeys. This initiative comes at an opportune time when the industry is looking to its leaders for motivation and inspiration.









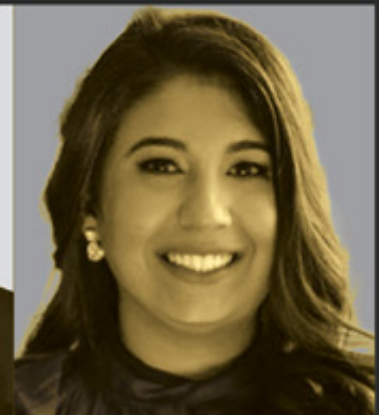
**Realty+**  
PRESENTS  
**SUPER  
CXOs**

**INFLU**



SUPER  
CXOs

# INDIA'S TOP REALTY CHALLENGERS





**AKSHAY  
TANEJA**  
Director,  
TDI Infratech Limited



BUSINESS DEVELOPMENT  
SHOULD ACT AS A CATALYST  
FOR SOCIAL UPLIFT AND  
ECONOMIC GROWTH.



## HOLISTIC LEADERSHIP TOWARDS A BETTER FUTURE

### Beyond the Title

Akshay Taneja, Director of TDI Infratech Limited, believes that the real estate industry is one of the most creative fields to be in, considering there are more than 260 ancillary services associated with the sector. A holistic leader, he emphasizes that business development should act as a catalyst for social uplift and economic growth of people. For this young professional, integrity is a core value and he is a firm believer that business growth must play a role in strengthening social threads. It is his clear vision that makes him so confident in his purpose of creating a better world.

An effective leader relies on having a dynamic team. Akshay achieves this by working on building team morale, productivity and unity by facilitating easy-going and efficient communication.

### Memorable Milestones

Akshay is the newest member of CREDAI, and is dedicated to empowering middle-income communities and advocating for India's urgent need for affordable housing. For him, being a part of the decision-making process at such a young age in a field full of experienced professionals feels like a victory of ideas and enthusiasm.

### Beyond the Business

He would like to play a role in lifting the country out of poverty by supporting the less fortunate. To this end, Akshay is working through his organization to reduce the country's carbon footprint. He would also like to integrate various scalable startups into a well-oiled machine. With his pet projects of TDI City in Mohali and Panipat, his mission is to push the envelope and help promote holistic growth of these cities.





AS BUILDERS, WE CAN BRING  
WONDERS IN PEOPLE'S LIVES BY  
PROVIDING THEM WITH QUALITY RESIDENTIAL  
HOMES AND COMMERCIAL SPACES AND  
THUS ALWAYS REMAIN STAKEHOLDERS  
IN THEIR SUCCESS STORIES.



**AMAR NATH  
SHROFF**

Chairman and Founder,  
Alcove Realty

## DEDICATION TO INDIAN REAL ESTATE THROUGH PARTICIPATIVE LEADERSHIP

### Beyond the Title

Amar Nath Shroff is a stalwart of the Indian Real Estate Industry and the Chairman and Founder of Alcove Realty. From this industry veteran comes valuable advice – avoid losing time and efforts in unnecessary negotiations, after all, time is precious. A firm believer in his own instincts, he warns against temptations and pressures that tend to move you away from your values of commitment and quality. It is your words that define your credibility, he believes. In the real estate industry, he feels that once builders have assured their customers with a particular project configuration, they should sincerely try to abide by it.

He defines his leadership style as 'Participative' and firmly believes that the Captain should lead from the front and encourage his team by setting the right examples.

### Memorable Milestones

In the past 4 decades, under his able leadership exemplified by a clear vision, hard work and customer-centricity, Alcove Realty has come a long way - from their first standalone residential venture comprising only 8 apartments to the ongoing mini township project by the banks of the Ganga comprising close to 5,000 apartments. During this entire journey, Amar Nath Shroff is grateful to have successfully preserved his inner peace through which he has earned himself greater patience, cordial relationships and most importantly satisfaction.

### Beyond the Business

He believes the government's initiative of "Housing for All" has boosted the builders' morale. He is placing his focus on the affordable housing segment in its modern form, where the pricing remains economical for the common masses, but the amenities are good enough to elevate people's socio-cultural lifestyles.



CO-POWERED BY



BORN TO BUILD!

# SCALING NEW HEIGHTS



COMING TO YOUR CITY  
STAY TUNED!

24 | JUNE



“ I BELIEVE EACH TEAM MEMBER IS A STAR THAT SHOULD SHINE FOR THEMSELF AND SHINE BRIGHTER AS A CONSTELLATION WITH THEIR COLLEAGUES. ”

AMIT  
GOENKA

Managing Director & CEO,  
Nisus Finance Services Co

## A RELENTLESS QUEST FOR EXCELLENCE

### Beyond the Title

Amit Goenka, Managing Director & CEO, Nisus Finance Services Co, summarises his life's driving philosophy in the beautiful and poignant words from the Bhagavad Gita, *Ikarmanye Vadhikaraste Ma Phaleshu Kada Chanal*. Having always conducted his life in consonance with the ethos of unyielding endeavour towards one's duties, he is on a path of constant learning and a relentless quest for excellence.

With multiple disruptions occurring in the real estate industry over the last 15 years, Amit sees the arena as one of constant excitement and engagement with change. He enjoys being on the cutting edge of innovation, working through the clutter to create alpha for investors, accelerating housing projects, and bringing global and domestic stakeholders to participate in one of India's largest sectors. One of the biggest lessons' leadership has taught him is to never have self-doubt, yet to always be ready to learn from mistakes. Each failure is the stepping stone to an extraordinary catapult towards one's dreams and goals, believes this astute leader.

### Memorable Milestones

Amit has had significant wins and milestones in his assignments over the past two decades. Yet his proudest achievement continues to be the growth and recognition of his brand, Nisus Finance. He also believes that life's greatest victory is still on the horizon, yet to be achieved.

### Beyond the Business

With a focus on the funding of affordable housing, Amit would like to focus on resolving stressed assets and stuck inventories and create a significant portfolio of professionally managed rental properties across socio-economic segments.



## AMIT GROVER

Executive Director- Office Business  
DLF Cybercity Developers Ltd



ACCEPTING SUCCESS AND  
LEARNINGS GRACEFULLY  
MAKES US BETTER  
HUMAN BEINGS.



### THE COLLABORATIVE LEADER

#### Beyond the Title

Amit Grover, Executive Director- Office Business of DLF Cybercity Developers Ltd. has always been passionate about buildings. It was his love for architecture that led him to choose a career in Real Estate. Ever since there has been no looking back. This astute leader has gone on to drive the growth of DLF's Office Business in DLF Cyber City - Gurgaon and other vital locations like Chennai, Hyderabad, Kolkata creating a revenue growth from 20 Cr per annum to over 2000cr per annum.

A good leader is a good team builder. Amit Grover drives his team to success by sharing the big picture with them and helping them identify their roles within it. He also follows an open-door policy and encourages his team to work together to achieve the common goal. It is rare to come across leaders who equally prioritise personal well-being. Amit Grover is one such leader for whom a good work-life balance is a priority.

#### Memorable Milestones

Different milestones have different meanings for leaders. Most will state their landmark moments in their professional journeys as being the most memorable. But being the forward thinking leader that he is, Amit Grover goes a step further and says his most valuable milestone is having been able to create value and growth for business and people while also nurturing the wellbeing of his family.

#### Beyond the Business

With consistent innovation in building design, safety & sustainability, and customer experience, Amit hopes to impact enhancements in buildings in India and globally, thus creating global standards urban centers and generating employment opportunities for the community.





**I BELIEVE THAT  
UNPREDICTABILITY OPENS UP  
HUGE NEW OPPORTUNITIES  
FOR BUSINESSES.**



**AMIT  
PARANJAPE**

Head-Business Development,  
Paranjape Schemes Construction Limited

## **UNWAVERING LEADERSHIP THROUGH UNCERTAIN TIMES**

### **Beyond the Title**

Amit Paranjape, Head-Business Development, Paranjape Schemes Construction Limited says it's the unpredictability in the real estate industry that excites him the most because it is this unpredictability that opens up huge opportunities for business. Upon seeing his father and uncle together lay the foundations for the company, his inclination towards the real estate industry grew naturally. This has also led to the second generation taking the family business to the next level. A true leader, Amit enjoys facing new challenges as they enable him to stay sharp and learn new skills.

A leader who believes in extending decision making power to the team, he likes to rotate responsibilities among team members, so each one gets the chance to experience working on different projects and sites, and in the process acquire new learnings. His leadership promise is all about valuing customer priorities. He believes when your leadership is clear, people know what to expect from you. His own promise to customers comes from his core values of honesty and transparency that he feels are non-negotiable and have governed his decisions throughout his leadership journey.

### **Memorable Milestones**

The company has recently started the Development Management Model (D M Model) in which they are extending the brand to other developers who need support in managing and selling the project they are developing. This alignment with a well-established trusted brand will help companies boost customer confidence manifold.

### **Beyond the Business**

Amit Paranjape is a firm believer in community building and wants to keep his focus on providing an environment that helps people live comfortably. After all, he firmly believes that building a good community builds a good nation.



## DR. ANANTA SINGH RAGHUVANSHI

Sr. Executive Director,  
Experion Developers Pvt. Ltd.



I RESPECT MY CHOICES,  
LEARNINGS AND DESTINY.



### RESILIENT LEADERSHIP THROUGH TITANIUM INTEGRITY

#### Beyond the Title

Ananta Singh Raghuvanshi, a stalwart of the Indian real estate industry, loves building companies into brands that grow to earn the trust and respect of the people they serve. An astute leader who exudes integrity and courage, she believes in accepting with grace the hurdles, hurricanes and happiness of life. Her leadership brand is known as the 'titanium champion of ethics' while her leadership manifestation has always been to earn the trust of her team over and above anything else.

She recounts 'Autobiography of a Yogi' as being the most profound book of life lessons she has ever read. With her karmic leadership, she leads with a simple motto: support without interfering, correct without domineering and guide without steering. One thing not a lot of people know about her is that she secretly wishes to be able to time travel into the past and witness the mystical journey of her soul!

#### Memorable Milestones

Ananta's most memorable milestone is her elevation to Head of Sales of one of India's premier real estate organisations, while still in her twenties! Other accomplishments she holds dear includes her PhD.

#### Beyond the Business

At present, Ananta is focusing her leadership on steering her company and the real estate sector, as a whole, out of economic challenges. In the longer term, she is determined to drive business results by increasing her reach and relationships. With a desire to provide impactful life experiences for people in their homes and work spaces, Ananta Singh Raghuvanshi's personal and professional vision intertwines beautifully at earning respect, which she believes is true wealth.



EVERYTHING AROUND US IS REAL ESTATE. IT IS A DYNAMIC INDUSTRY THAT IS LINKED TO MANY ECONOMIC VERTICALS AND PROVIDES LIVELIHOOD TO THOUSANDS OF PEOPLE.



## ANSHUMAN MAGAZINE

Chairman & CEO, CBRE India,  
South East Asia, Middle East & Africa

### THE DIVERGENT THINKING LEADER

#### Beyond the Title

Anshuman Magazine's leadership resonates with trust. He believes a brand should be able to establish a relationship of trust by virtue of excellence with its employees and clients. The most endearing attribute of his chosen field of real estate is the fact that it is so intrinsically connected with every element of life.

His advice to the younger generation of future leaders is to build and strengthen an entrepreneurial mindset. A leader's success is strongly determined by the team's success. Anshuman Magazine ensures he collaborates with his team, which he believes, goes a long way in creating innovation, efficient processes, improved communication and success.

Not many leaders speak about gratitude being a touchstone value. But for Anshuman Magazine, it is non-negotiable. Gratitude enables him to embrace his accomplishments and respect those who played a part in his success along the way.

#### Memorable Milestones

He is proudest of the fact that CBRE India has grown in leaps and bounds, starting out with just a handful of motivated people who believed in their collective strength to becoming a family of over 10,000 strong people.

#### Beyond the Business

Anshuman Magazine's vision is to continue excelling in supporting employees, creating innovative experiences and fostering creativity across his client portfolio. With the whole industry being at the verge of transformation, he too is leading the way for his company with detailed playbooks for facility management and customised business continuity processes.



**ANUJ  
PURI**  
Chairman,  
ANAROCK Group



TECHNOLOGY IS REVOLUTIONIZING  
THE WAY IN WHICH REAL ESTATE IS  
MARKETED, ACQUIRED AND USED.  
TECHNOLOGY ADOPTION IS NOT AN  
OPTION BUT AN IMPERATIVE.



## THE GAME CHANGING LEADER

### Beyond the Title

Anuj Puri is a leader with his finger on the pulse of Indian real estate. Deciding early on in life that he wanted to be instrumental in making the real estate business more ethical, his passion for the business grows as he witnesses the industry mature into true transparency and accountability.

A diehard optimist both as a professional and as a person, he considers his uncompromisingly positive outlook his greatest strength. A firm believer in the resilience of the realty business, he particularly recalls 'Atlas Shrugged' by Ayn Rand as a book that has left an indelible mark because of the way in which it chronicles the victory of sheer determination over adversity in business.

His brand of leadership is one of building trust. He believes that apart from great business strategies, excellent funding and innovative ideas, leaders should not forget that business at the core is about relationships built over the years. He considers every member of his team to be a leader and an entrepreneur who is adding value towards the success of the organization

### Memorable Milestones

His most cherished professional moment is when he fulfilled the culmination of several dreams by launching ANAROCK in 2017.

### Beyond the Business

His advocacy for continued innovation with the changing times continues. He is now focused on Indian real estate's need to keep pace with digital transformation. In this, he believes, lies the key to a robust future for the sector.





**OPERATIONAL AUTONOMY IS  
THE KEY FOR INDIVIDUAL AND  
ORGANISATIONAL GROWTH.**



**ANURANJAN  
MOHNOT**

Managing Director and CEO,  
Lumos Alternate Investment  
Advisors Private Limited

## **DILIGENT LEADERSHIP TOWARDS POSITIVE GROWTH**

### **Beyond the Title**

Diligent, calm and consistent, Anuranjan Mohnot is confident in playing to his unique strengths as a leader. He describes himself as conservative, but he is no stranger to taking risks in his professional life. It is this ability to take calculated risks that enabled him to grow from zero assets under management to approximately Rs. 400 crores in commitments in a short period of time.

He believes operational autonomy is the key for individual and organisational growth since the feeling of ownership provides an unmistakable sense of satisfaction about one's work.

A firm believer in maintaining corporate ethics, mutual coordination and cordial relationships with all, he feels he grows the most when he focusses on learning from everyone he meets, but ultimately relying on his own instincts and getting out of his comfort zone.

### **Memorable Milestones**

A leader with a multi-faceted set of skills, he is proud of his decisions to pursue learning in CA, CS and LL.B and there on-wards gain work experience by working as an Advocate with some of the most renowned law firms and lawyers in India.

### **Beyond the Business**

Anuranjan Mohnot wishes to continue his focus on providing last-mile funding as a small effort towards resolving the current stress situation in the real estate sector in India. Over the next 5 years, he intends to provide more transparent investment avenues to investors and innovative funding solutions to real estate developers.



## BASANT KUMAR PARAKH

Managing Director,  
Orbit Group



GROWTH CANNOT BE DRIVEN BY  
THE LEADER ALONE, THE ENTIRE  
TEAM MUST BE ALIGNED.



### BUILDING RELATIONSHIPS AND CREATING COMMUNITIES

#### Beyond the Title

Basant Kumar Parakh, Managing Director of Orbit Group believes that every piece of real estate tells a story. It is not merely four walls and a roof, but a space stitched together with love, care and emotion. The visionary leader sees real estate as an art form through which he creates and executes his art on the Earth's great canvas. For him, the values of honesty, loyalty and hard work are non-negotiable.

A leader's journey is not without ups and downs. For Basant Kumar Parakh, life's lessons have emphasized the importance of staying grounded and keeping the faith in oneself. Gratitude too is important, he says, and he is ever thankful for the blessings and love of his family and organisation.

He goes by the motto of 'the darkest night is followed by a rising sun', and is uncompromising on his values even in the face of short-term gains. His leadership brand is rooted in trust, transparency, quality and above all relationships.

#### Memorable Milestones

As someone who values how emotions connect us as human beings, he is most proud of his brand 'Orbit' becoming synonymous with trust and 'Rishton Ki Mithaas'.

#### Beyond the Business

At a time when jobs are perishing, Basant Kumar Parakh would like to create self-employment and create small entrepreneurs in the field of real estate. He would also like to create a Trust wherein a percentage of the group's turnover and profit would be allotted for the benefit of all the members and their families as they are the foundation of the brand's success.



TRUST YOUR TEAM,  
APPRECIATE THEIR GOOD  
WORK, AND TAKE CARE OF  
THEM WELL.



**BM**  
**JAYESHANKAR**  
Chairman & Managing Director,  
Adarsh Group

## LEADING CHANGE THROUGH CREATIVE SOLUTIONS

### Beyond the Title

BM Jayeshankar is known as a leader who leaves no stone unturned in delivering superlative quality to his customers. He is able to consistently achieve this through the value of integrity and trust, which he considers non-negotiable in his life.

A self-professed dreamer, he believes his creativity comes from his ability to imagine and bring fruition to his dreams. His love for real estate comes from seeing thousands of families living happily in his projects. He balances his imaginative nature with lessons he has learned in the course of his professional journey, an important one being not to overextend himself beyond his limits.

A leader who is always on the move; if there's one wish he could have come true it is to have more time for himself.

### Memorable Milestones

A joyous victory came for him when he dreamed of and created Palm Meadows, India's first gated community.

### Beyond the Business

He is working on transforming the real estate industry by bringing in more innovation in construction and improving the quality of products and services. He would like to continue to positively impact India's social structure by creating lifestyles for people where they can live comfortably and happily.



**BIJAY  
AGARWAL**

Managing Director,  
Salarpuria Sattva Group



EVERY DAY IS A NEW CHALLENGE,  
A NEW LEARNING. I'M SURPRISED  
EACH DAY AT HOW MUCH I LEARN,  
INNOVATE AND GROW.



## DRIVEN BY A PASSION TO EXCEL

### Beyond the Title

It was destiny that led Bijay Agarwal to the Real Estate industry. When he set off on his entrepreneurial journey in 1993, he had no idea how far he would come. Great mentors cultivate the leaders of the future and it was the late GD Salarpuria, his mentor, who sent him on a mission to Bangalore in 1993, to set up his first commercial project called Money Chambers. Thus began this ubiquitous builder's tryst with the construction industry.

Salarpuria Sattva, a leading real estate company is built on the unshakeable pillars of trust, innovation and quality. With a personal brand promise that encompasses honesty and transparency, he has imbibed certain practical learnings along his journey. One such lesson is that financial steadfastness requires course correction and must not be overleveraged. He is often quoted saying: "Just as you undertake a personal health check-up, you also need a financial health check-up for your company to keep it robust and healthy." Naturally inventive, he is known for his ability to think on his feet and ace a negotiation, driving a good bargain for excellent value in return. He constantly empowers his core team and in return, he has their dedication and loyalty, which he considers to be his best asset. What is most credible is that he did not lay off a single employee when the pandemic hit the country, a mark of a true leader to bear the cross himself.



### Memorable Milestones

In 2003, Bijay Agarwal set up the flagship IT Park, GR Tech Park in Bengaluru. He was truly the front runner for IT Parks, in the fast burgeoning IT city of the early 2000's, and then the others followed. Today the Group has achieved an overall of 55 million sq ft of construction, with 32 million sq ft upcoming and 34 million sq ft in the pipeline.

Achieving the first mover advantage in Hyderabad, he set up one of Asia's best IT parks, Knowledge City amongst others. Today, the Group has achieved 25 million sq ft of completed and under construction projects in Hyderabad alone.

With an unwavering desire to provide homes for all, he has ventured into the affordable housing arena. He will soon set up 3 new affordable housing projects in Bengaluru. These will be launched in 2021. He is also ahead of the curve in co-living and co-working and is making large investments in these two key verticals.

### Beyond the Business

Bijay Agarwal believes in the saying "Believe in luck, the harder you work, the more you will have of it." A self-confessed workaholic, he puts in a good 10 hours of work in a day and inspires his team to work with passion and diligence. What advice would he give to his younger self? "Be careful what you dream of, for it can come true!"



I BELIEVE IN THE PRINCIPLES OF INTEGRITY AND HARD WORK. I NEVER COMPROMISE ON MY VALUES. HONESTY IS NON-NEGOTIABLE FOR ME.



**NIRU  
AGARWAL**

Director,  
Salarpuria Sattva Group

## LEADING WITH VERSATILITY


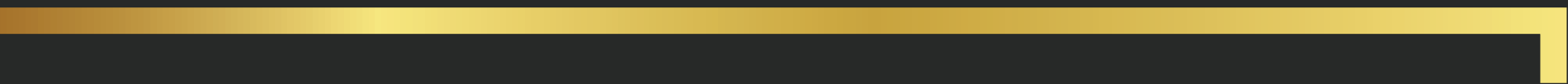
### Beyond the Title

Niru Agarwal is an indomitable force as the Director of Salarpuria Sattva Group. It is her tenacity to re-invent herself under the most difficult circumstances, that keeps her ahead. Her innate ability to venture into uncharted territory and make it a success in a short span, speaks volumes for her perseverance. Self-belief is a prerequisite to effective leadership. With Niru Agarwal at the helm, her team can rely on direction that is rooted in authenticity and honesty. It is her forthrightness that has helped her earn the trust of her team.


Niru Agarwal attributes her success to her father, from who she learnt the ropes of business as a young girl. From managing a small flower boutique for 6 years to leading the group's education vertical, Greenwood High for over 11 years, her professional journey has been long, interesting and versatile. With her husband as her anchor, she has sailed the ship into the high seas of achievement.

### Memorable Milestones

The achievement that makes her the happiest is the Company's foray into Education in 2010. Managing the school at the helm, she has made it the No 1 International School in India and No 1 in Karnataka, India's School Merit Awards 2020 by Education Today. This is the true mark of her success.



“THE ONLY WAY TO BE TRULY SATISFIED,  
IS TO DO WHAT YOU BELIEVE IS GREAT WORK.  
AND THE ONLY WAY TO DO GREAT WORK IS  
TO LOVE WHAT YOU DO.”



## THE RELENTLESSLY RELIABLE LEADER

### Beyond the Title

Gaurav Moudgil, as Managing Partner of GLOBAL C – Project & Development Management, bears the brand of reliability. A leader who walks the talk, he believes in empowering people to problem solve rather than offering up the solutions. He believes leaders must be willing to operate at the frontlines and be uncompromising in facing challenges. In real estate, he derives his passion from seeing the fruition of his ideas powered by engineering and the right management of resources.

The Bhagavad Gita remains his inspiration for its eternal guidance for dealing with life’s inherent changing nature. If there’s something he wishes he could have more of, it is the time for greater introspection and delving into his true purpose in life. His rich professional journey has taught him many lessons. Of these, he considers the most important one to be the value of establishing communication protocols. Without effectively communicating with one’s team, he believes, puts one’s reputation at stake.

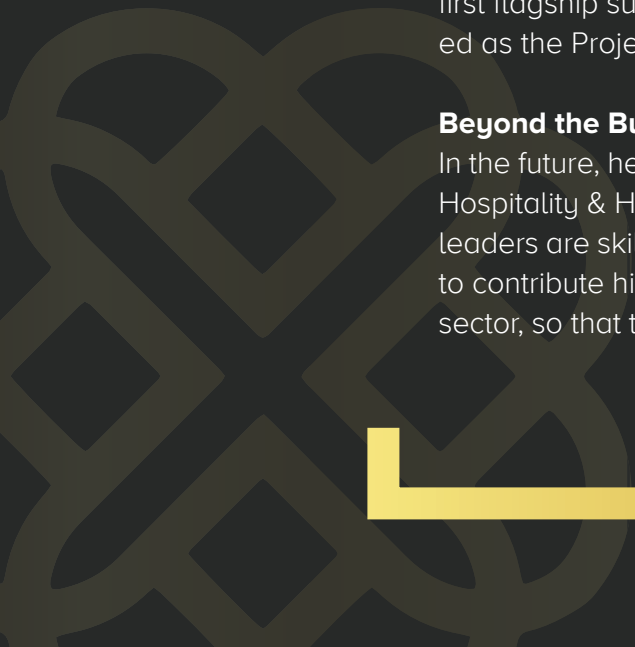

His personal adventures constantly compete with his professional feats. Not many know that he has skydived, swum in the open waters, and even climbed a mountain! In his professional life, this persistent leader believes he is constantly journeying towards the pinnacle of his personal best.

### Memorable Milestones

An ardent achiever at heart, he considers his life’s first key milestone as the learning experience he garnered at the College of Engineering University of California at Berkeley, US. It was here that he graduated with a Masters in Structural, Mechanics & Materials Engineering. He is also privileged to have had the opportunity to meet Mr. Ratan Tata in person at the opening of the first flagship super-specialty hospital for Nayati Healthcare Group at Mathura, Uttar Pradesh in which GLOBAL C was appointed as the Project & Development Management Company for the project.

### Beyond the Business

In the future, he sees his company becoming a full-service development management company for smart building infrastructure, Hospitality & Healthcare Projects. He would also like to increase the company’s international partnerships and presence. Great leaders are skilled businesspersons, but also keenly aware of the impact they can have in the world. Gaurav Moudgil would like to contribute his leadership abilities to skill development & integrated technology initiatives for the construction & infrastructure sector, so that the India’s skilled workers can be on par with international standards.



# SUPER CXOs

**GAURAV  
MOUDGIL**

Managing Partner,  
GLOBAL C – Project &  
Development Management







**HARSHAVARDHAN  
NEOTIA**  
Chairman,  
Ambuja Neotia

“ THE JOURNEY TOWARDS  
EXCELLENCE IS FRAUGHT WITH  
A GAMUT OF HIGH AND LOW  
EXPERIENCES, BUT IS ALWAYS  
CHALLENGING.



## NEGOTIATING THE FUTURE WITH EQUANIMITY

### Beyond the Title

Leadership begins with a vision and translates into actionable steps towards achieving a mission. This is the underlying philosophy of Harshavardhan Neotia's leadership approach. Being a leader is often seen as a purely assertive role, but a select few who have been through the hurdles and tribulations of accomplishing great things realise that it is also about introspection. Harshavardhan Neotia has always been an introspective leader, who also encourages others to do the same. This, he feels, is the best way to discover inner strengths, nurture the self and express creatively, which in turn allows us to step into the world as more caring individuals.

The art of transforming a set of ideas into something tangible and real is what exhilarates him, and being an aesthete at heart, he is delighted that real estate allows him to bring to the fore the influences of the rich traditions of Indian Art.

Harshavardhan Neotia's future plans are all about expansion. He wants to expand the company's portfolio in the residential segment, while still focussing on commercial and retail spaces.

### Memorable Milestones

A milestone moment etched into his memory is when his project 'Udayan', designed by Pritzker Prize winner Shri BV Doshi, was declared the Model Housing Project by the Union Government.

### Beyond the Business

His core belief is that sustainable development is the only way forward, and being a progressive leader, he would like to focus on inclusive growth and economic regeneration to tide over troubled times.



“ I HAVE ALWAYS LOOKED  
AT WHAT MY CUSTOMERS  
NEEDED, AND USED THE  
INSIGHT TO PROVIDE VALUE. ”

DR. JUPALLY RAMESWAR  
RAO

Chairman,  
My Home Group

## READING THE PULSE OF THE MARKET WITH PRECISION

### Beyond the Title

Dr. Jupally Rameswar Rao, Chairman, My Home Group began his journey in the real estate industry 35 years ago. He was a young doctor of Homeopathy when he forayed into the realty domain. Setting out with the vision to make homes, rather than just building four walls, he had the keen foresight to understand that living close to the school, workplace and essential amenities, allows one to spend more time with the family and thus live a more enriching life.

From seizing the first opportunity to develop a residential colony to architecting rich mindshare amongst home buyers and the real estate landscape, Dr. Jupally Rameswar Rao has achieved the unthinkable. Such success only comes from hard work, dedication and a clear vision. This is the advice he often gives to young aspiring leaders – be truthful, work hard and stay focussed on the job you undertake. Success, he says, will naturally follow.

### Memorable Milestones

He is most proud of the fact that his organization, My home, was among the first in Hyderabad to think and bring the concept of "walk to work" alive. Ever since, their base has only grown and today they have delivered 10,000 apartments along with several independent villas.

### Beyond the Business

Dr. Jupally Rameswar Rao lights up when he talks about his dream project near Shamshabad, where he wants to build an environmentally friendly, sustainable city spread across thousands of acres. This, he says, is his way of giving to the future generation the promise of quality living. He is also excited about the Kokapet commercial project in Hyderabad, spread across 25 million sqft. which will be among the largest office spaces in Asia.



## KHUSHRU JIJINA

Managing Director,  
Piramal Capital & Housing Finance

“ STRIVE TOWARDS A LONG-TERM VISION, CONSISTENTLY AND PASSIONATELY WITH AN OVERARCHING SENSE OF PURPOSE. ”

### PURPOSE DRIVEN LEADERSHIP

#### Beyond the Title

Since the start of his professional life, Khushru Jijina has lived by the mantra of ‘Raising the bar both for yourself & the industry.’ His philosophy is to make well-informed choices backed by credible data, to be ambitious yet humble, and a pragmatic approach in dynamic industry environments that allow you to explore new possibilities.

Reputed for his passion & commitment, Jijina’s leadership style is underlined by a strong culture of ‘empowerment and entrepreneurship’, stemming from his belief that businesses succeed only when employees can learn and grow. This is why he has always taken a bet on those who demonstrate a drive to achieve more.

The ‘Bhagwad Gita’ is a book that has strongly influenced his life especially in his professional journey, by instilling him life lessons such as self-discipline, self-knowledge and sacred duty.

#### Memorable Milestones

When the NBFC industry experienced a liquidity tightening situation, the team at Piramal Capital & Housing Finance (PCHFL), headed by Jijina, stood shoulder-to-shoulder and together took tough measures to overcome the situation and emerge stronger.

#### Beyond the Business

Khushru Jijina has always believed in innovation as one of Company’s core strengths. PCHFL has embarked on a digital transformation journey along with continued introduction of new innovative products & services to cater to the needs of customers and markets. A firm believer in team empowerment, he would like to continue fostering an entrepreneurial culture that gives rise to the leaders of tomorrow.



“ COLLABORATION IS A  
RELAY WHERE THE ENTIRE  
TEAM WINS.



**KUMARAN  
CHANDRASEKARAN**  
Vice President - Investment  
Sundaram Alternate Assets Ltd.

## INVESTING IN THE FUTURE

### Beyond the Title

Kumaran Chandrasekaran believes that there is no ‘one size fits all’ when it comes to leadership. His personal strength in being a leader is knowing when to act differently and when to act in accordance with tried and tested principles.

A leader who is known to lead by example, his value system rests on a sturdy foundation of honesty, humility and hard work. His strength lies in his ability to connect the dots and understand people through empathy.

A book he has found particularly useful in his personal and professional journey is ‘Rich Dad Poor Dad’ by Robert Kiyosaki from which the statement “F.O.C.U.S – Follow One Course Until Successful” still resonates with him.

### Memorable Milestones

A proud milestone for this Fund Manager will forever be the act of creating, growing and subsequently heading a fund.

### Beyond the Business

For Kumaran Chandrasekaran, the confidence of his investors is based on the reliability of his leadership. With this aim in mind, he would like to establish Sundaram Alternate Assets Limited as one of the most reliant fund houses in the country. He would also like to nurture a sense of curiosity among buyers and investors, which would lead to greater awareness.





## MADHUSUDHAN G

Chairman & Managing Director,  
Sumadhura Infracon Pvt. Ltd.



“LEADERS MUST TAKE  
RESPONSIBILITY FOR THEIR  
RESULTS AND RELATIONSHIPS.”



### EFFECTIVE LEADERSHIP THROUGH MOTIVATION & MENTORSHIP

#### Beyond the Title

Madhusudhan G. is a leader who holds self belief and commitment towards every facet of life as uncompromisable values. In a country of more than 1 billion people, where everyone dreams of having a home to call their own, he wanted to be part of the ecosystem that enabled people to get access to top quality homes. He finds it fulfilling to see the contentment in families who feel happy and safe in the homes his company builds.

As Chairman & Managing Director of Sumadhura Infracon Pvt. Ltd., he considers leadership to be as much of an inward journey as it is an outward one. His own leadership has been an evolving process through a process of value creation and forging an environment that nurtures trust. Being a good listener, he makes it a point to hear out his team's recommendations during critical business decisions. Life's trials have taught this astute leader to stay objective and agile, to identify the reasons behind the challenges and evaluate possibilities in order to make decisions with empathy at its core.

#### Memorable Milestones

The most memorable milestones for him are all those moments where he has received countless smiles and appreciation from happy customers when their dream home is delivered.

#### Beyond the Business

A leader is one who knows his leadership can have a social impact. Madhusudhan G would like his leadership legacy to enhance the quality of his customers' life holistically by focusing on their health and wellbeing. He would like to be a part of building sustainable living spaces that create brighter futures for both his customers as well as the environment.



LEADERS ARE MADE  
BY ABLE TEAMS.



**MADHUSUDAN  
PAI**

Chief Financial Officer,  
Century Real Estate Holdings Pvt. Ltd.

## A COMPLETE REAL ESTATE PROFESSIONAL

### Beyond the Title

A CA by qualification, Madhusudan Pai's core competency is his ability to foresee, analyse, underwrite & complete complex business transactions within timelines in the most efficient manner. With a leadership style that focuses on inclusivity and high performance, he believes in understanding the complexities in detail and improvising the solutions under all circumstances and adding value at all stages.

He was drawn to the real estate industry at a very early stage of his career and strongly believes that this industry has the potential to grow exponentially and will play a pivotal role in enhancing the country's GDP. He has been successful in charting out a road map and steer the Company's growth for last 7 years. He is keen to convert the company's prime land assets into yielding assets under various business classes and build strategic business & financial partnerships with other prominent players in the Industry. He finds reading about history very interesting and on a professional level, he believes leaders have a lot to learn from the events of the past and learn from their mistakes too. His secret wish is to make his very own mark in financial policy making for our country by working in Finance Ministry of India!

### Memorable Milestones

A professional milestone that still holds a special place in his heart is becoming the Group CFO for a leading real estate company in South India at the age of 34!

### Beyond the Business

Passionate about teaching, he feels the need for imparting quality education at affordable costs. He wishes to support schools across Bengaluru and neighbouring rural areas.



**MANI  
RANGARAJAN**  
Group COO, Housing.com,  
Makaan.com & Proptiger.com



CHARACTER IS THE HIGHEST  
FORM OF POWER THAT A LEADER  
CAN POSSIBLY HAVE.



## A CATALYTIC LEADER SPARKING POSITIVE CHANGE

### Beyond the Title

Mani Rangarajan is a transformative leader, known for being a catalyst for individuals and business for positive change. Through innovation and empowering people to achieve their potential, he is known as the man who grows companies and builds leaders of the future. A guiding mantra for this result-oriented leader is that “an ounce of practice is worth tons of preaching”. Thus he leads by example, always aiming to deliver superior value to customers.

He is inspired by the book “The Man Who Knew Infinity” on Srinivas Ramanujam, India’s renowned mathematician because of its message that self-belief and an innovative mindset can help surpass one’s circumstances.

His advice to the younger generation of aspiring leaders is simple – follow your passion, be unafraid to ask for what you deserve, and give back to the community.

### Memorable Milestones

He is especially proud of his recognition as an Arjay Miller Scholar (awarded to the top 10% of the class) during his MBA program at Stanford University.

### Beyond the Business

Having already set a scorching pace for his company, he would now like to focus more on coaching and co-creation to help the next rung of leaders assume greater responsibilities.



“ REAL ESTATE IS ONE OF THE MOST EXCITING INDUSTRIES IN INDIA. THE SLEW OF REFORMS HAS REJIGGED ITS GROWTH TRAJECTORY OVER THE LAST FEW YEARS.



**NEERAJ  
BANSAL**

Partner & COO, India Global,  
KPMG in India

## CREATING A WINNING STRATEGY FOR REAL ESTATE

### Beyond the Title

Neeraj Bansal, Partner & COO, India Global, KPMG in India, follows the ‘3 Es’ when it comes to leadership - Enablement, Empowerment and Encouragement. This, he says, has resulted in highly capable teams that have run with minimal supervision, while also ensuring excellence in their output.

Having invested a significant part of his professional journey in the realty sector, he has witnessed its evolution from an unorganized sector to an organized one. He sees this as a monumental change for the better; a change that he is excited to be a part of. One of the biggest lessons he has learned along the way is that there’s always a silver lining beyond every dark cloud. His advice to budding leaders is to never fear the New. He himself has always focused on adding the ‘Net New’. It all adds up in making a sustainable difference, he says.

### Memorable Milestones

He considers the passing of the RERA bill by the government as one of the most important milestones in this sector. It also enabled him to stand out amongst the many professional consultants, who contributed to this revolutionary initiative.

### Beyond the Business

Neeraj has undertaken various leadership roles with KPMG, including being a member of the firm’s global steering group for the real estate sector, and head of real estate sector for the India firm, during which time the sector rose to be one of the high-growth generating sectors for the India firm.





## DR. NIRANJAN HIRANANDANI

Co-Founder & MD - Hiranandani Group  
President - Assocham & NAREDCO



I CONTINUE TO COMPETE WITH  
MYSELF.



### NATION BUILDING THROUGH VISIONARY LEADERSHIP

#### Beyond the Title

Visionary leaders are nation builders whose thoughts are inclined towards the bigger picture and whose values are aligned towards a commitment to improve the lives of others. A role model for the entire Indian real estate industry, Dr Niranjani Hiranandani is a leader like no other. A positive thinker and social innovator, his dedication to duty goes beyond just the balance sheet. A mentor, motivator and guide, he inspires the best in others through a shared sense of purpose and ownership.

He likens life to a kaleidoscope whose core elements always remain the same, and is always viewing those same elements through different perspectives to create different results. A first generation entrepreneur with unparalleled business acumen, he is credited with transforming the Hiranandani Group into a conglomerate of a global repute. A futuristic leader with a powerful vision, this 'real estate wizard' is known for his signature style, profound industry knowledge and ahead of time diversification strategies.

#### Memorable Milestones

The iconic developer best moments are those when he creates new projects. He attributes his success to the uncompromised consistent quality that his company was able to provide in all aspects of real estate development, right from the Engineering, Architecture & Construction technology.

#### Beyond the Business

Growing beyond the company forerunner, he currently spearheads various national associations such as Assocham and NAREDCO. He also serves as a Member of the RERA Conciliation Cell formed by Maha RERA, He is currently the Provost for state new-formed cluster university - HSNL University.



“ I STRONGLY BELIEVE THAT  
A LEADER IS ONLY AS GOOD  
AS HIS TEAM.



DR. NITESH  
KUMAR

Managing Director and CEO,  
Emami Realty

## IMPACTFUL LEADERSHIP THROUGH EFFECTIVE COMMUNICATION

### Beyond the Title

Dr. Nitesh Kumar's love and admiration for building architecture early on life influenced him in a big way, and made him want to be a change agent for the advancement of society. As the Managing Director and CEO of Emami Realty, his journey in the real estate industry has been an exciting, challenging, and rewarding one.

As a leader, he believes that his ability to listen keenly and communicate effectively has helped him connect with his team in order to harness the best of their potential. It has also enabled him to be available to his team during every crisis. He doesn't believe in leaving room for regret, and is constantly on the path of learning and acquiring new skills that would help him deliver results faster.

His mantra has always been to keep things simple and straight, and to do things differently rather than doing many different things. No stranger to the ups and downs of the life of a leader, he believes rough times are when one can assess their maximum efficiency level. He likes to convert challenges into opportunities to prepare him for better growth.

### Memorable Milestones

He attributes the highest point of his career to all his various achievements, big and small, that have enabled him to emerge as a leader of an extraordinary team at Emami Realty.

### Beyond the Business

Dr. Nitesh Kumar's vision is to build a sustainable future with the highest quality standards, imbibe excellence and ethical practices in all undertakings, contribute to the development of the nation, and cater to the requirements of Indian citizens.



**PIROJSHA  
GODREJ**  
Executive Chairman,  
Godrej Properties



I ENJOY SEEING THE CREATIVE  
ELEMENT IN PHYSICAL  
STRUCTURES UNFOLD.



## BRINGING INNOVATION TO A LEGACY

### Beyond the Title

Pirojsha Godrej exudes subtlety as the Executive Chairman of Godrej Properties. Articulate and thoughtful, his leadership style is synonymous with the refined elegance of the Godrej legacy. He became the youngest chief executive in the group, when he took charge of the industrial house's real estate arm in 2012. With a belief in the power of partnerships, he has led the company through a phase of rapid growth.

Not many know that Pirojsha Godrej is also a keen political observer. In fact, he forayed into the world of politics, having served as the additional private secretary to the Minister of State for External Affairs in New Delhi.

While being the Godrej scion makes him a very busy man, he doesn't forget to dedicate time to his interests, which include scuba diving and collecting rare manuscripts. An avid world traveller at heart, while professional duties keep him engaged in India's urban jungles, his personal adventures have taken him far and wide, across 70 countries in 6 continents!

### Memorable Milestones

In 2013, GPL received an award from former President of India, APJ Abdul Kalam for being one of the companies in India from across sectors to have driven the green building movement.

### Beyond the Business

Under Pirojsha Godrej's leadership, the township project, Godrej Garden City, was selected as one of two projects in India and seventeen from around the world to work with the Clinton Climate Initiative towards the goal of creating a Climate Positive Development.



“ WHAT INSPIRES ME IS THE OPPORTUNITY TO TURN DREAMS INTO REALITY FOR WHICH REALTY IS THE BEST MEDIUM. ”

## **PRADEEP AGGARWAL**

Founder & Chairman, Signature Global Group and Chairman, ASSOCHAM - National Council on Real Estate, Housing and Urban Development

### **THE AMIABLE LEADER**

#### **Beyond the Title**

Pradeep Aggarwal, Founder & Chairman of Signature Global Group, chose the real estate industry for its power to bring happiness and satisfaction to the common man in the form of a home. He leads with his heart on his sleeve; engaging people and connecting with them through his open and honest approach. He brings his philosophy of ‘family first’ to his profession. For Signature Global, family values are non-negotiable. It is this value-driven leadership that has enabled the company to deliver 3000 flats approximately in Gurgaon and Karnal, another 2201 flats are ready to be delivered in Gurgaon, 16910 flats across Gurgaon, Sohna and Karnal are under construction and the company is slated to deliver 5500 affordable housing units in Gurgaon in FY 2021-22.

As a leader who relates to people on a deeply human level, he understands that when his team experiences failure, it is because an attempt is made at something new. He assists them in this process, helping them to learn and supporting them in their journeys. He is a leader in pace with the times. He believes being digitally active can even help to improve customer relationships.

#### **Memorable Milestones**

In 2018, the moment Signature Global handed over the key to the first affordable home to the owner in Solera, sec 107, Gurugram, Pradeep Aggarwal felt that the journey to his many victories had begun.

#### **Beyond the Business**

His vision of ‘Har Parivar Ek Ghar’ is to deliver 1 lakh houses so that every family possesses a home of its own. He would also like to make available more houses to migrants who come to New Delhi for work.





## PRADEEP LALA

Managing Director and CEO,  
Embassy Services



CHALLENGES ARE  
OPPORTUNITIES,  
EMBRACE THEM.



### THE VANGUARD OF WELL BEING

#### Beyond the Title

Pradeep Lala as Managing Director and CEO of Embassy Services leads a team of stalwarts who provide best in class Integrated Facility Management Services. Since he is part of a service industry that is integral to our health and safety, he finds that its very basic virtues give him an immense sense of fulfilment even with routine tasks.

As a leader, he shares a symbiotic relationship with his team. He is as much enriched by them, as they are by him. He says it's important for a leader to have a team that seeks your guidance when needed, yet is able to fearlessly take decisions independently. He also believes in encouraging the innovation mindset of today's youth and makes all efforts to empower them. In an industry that is swiftly adapting to automation and AI, he maintains a strong emphasis on keeping the human touch intact. Quoting that facility management, is all about giving life to spaces.

#### Memorable Milestones

In his successful journey as a leader in the facility management industry, Pradeep Lala has undoubtedly collected many important laurels. But not one to dwell on past achievements, he believes success is but an eternal path and one's greatest victory is simply a mirage waiting on the horizon.

#### Beyond the Business

Pradeep Lala's vision for Embassy Services is to leverage their competency in FM to elevate our communities and people. Through its 'Ecogram' initiative, the firm has funded a waste management centre that benefits over 18 villages in North Bangalore and initiated the 'Ecogram Shakti program' which empowers over 50 women to drive environmental sustainability of these villages. The firm also funded a recording studio to create digital content that would reach over 40 lakh students in Karnataka. For ESPL, CSR is more than just a mandate. It is their purpose.



**SUCCESS COMES AND  
GOES, LEGACIES LIVE  
FOREVER.**



**PRATIIK  
JALAN**

Director,  
Jalan Builders

## THE ENTERPRISING LEADER

### **Beyond the Title**

For Pratiik Jalan, Director, Jalan Builders, foraging into real estate was only natural considering his keen interest in building things. A leader who loves to experiment, he feels the real estate industry is one place which encourages new ways of doing things.

His leadership brand is one of quality and dependability, and true to his frank nature, he admits going through dark times at the start of his professional journey. During this time, he picked up his key traits of keeping hope alive, persistence and valuing time. He believes leadership comes with great responsibility, and has a high respect for the team that assists him in fulfilling his goals.

His advice to the younger generation is something he has learned through his own journey. It is to choose a profession that one 'likes', and not that which one 'feels' will make them successful. In his own professional journey, one of his biggest learnings is to build a good team as an asset that only makes leadership more effective.

### **Memorable Milestones**

Like a true leader, Pratiik believes every victory is greater than the last one, as it drives growth. If he had to pick one outstanding milestone, it would be delivering a project, which was 4 times the size the company had ever undertaken! It was a breakthrough for the company in terms of national exposure, and also enabled the team to realize its potential.

### **Beyond the Business**

The enterprising leader says his social values are simple - keep developing for the future and in turn bring prosperity in those regions; care for his employees and their families; and preserve nature through landscaping and sustainability approaches.



**RAJ  
PILLAI**

Managing Director,  
Starworth Infrastructure  
and Construction Ltd.



**SET THE BAR HIGH FOR  
YOURSELF AND YOUR TEAM.**



## **COMMITTED TO THE ART OF CREATION**

### **Beyond the Title**

Raj Pillai is a creator at heart, which has led him to dedicate his professional life to real estate. His signature leadership style is one of transparency, which stems from his uncompromising devotion to professional integrity. A visionary who leads from the front, he is also a leader who embodies trust with his complete commitment to duty.

‘My Experiment with Truth’ is the one book that has left a deep impact on his life. He considers the art of listening to be an important ability which can lead to a wonderful flow of ideas between people. If there’s any advice he could impart to his younger self, it would be to listen more!

As a leader, he would like to instill in his team a passion for their work. The joy he receives as a civil engineer from creation is wonderfully complemented by the thrill he experiences from exploration; which is why he would love to have his wish to travel the world by road come true!

### **Memorable Milestones**

Raj Pillai is most proud of building Sobha Dream Acres, a ten million sq. ft. precast project from the scratch, while his most humbling moment was when he was bestowed with the Vishwakarma Award by CIDC, Government of India.

### **Beyond the Business**

Raj Pillai is currently setting his sights on upgrading the skill set of his workforce, with an aim to elevate it to international standards. In the next five years, he would like to see Starworth among the Top Three preferred technology driven Design Build EPC companies in India.



**I BELIEVE THAT  
UNPREDICTABILITY OPENS UP  
HUGE NEW OPPORTUNITIES  
FOR BUSINESSES.**



**RAMESH  
NAIR**

Real Estate Industry Veteran &  
Former CEO of JLL India

## **THE PURPOSEFUL PURSUIT OF EXCELLENCE**

### **Beyond the Title**

If there was one word to describe the leadership style of Ramesh Nair, Real Estate expert and former CEO JLL India, it would be Authentic. His authenticity is perhaps most apparent in his down to earth personality. He says it is important for leaders to admit when they don't know something or when they may be wrong, as this builds credibility and trust. A professional who believes in always giving his 100 percent, Ramesh is a leader who is dedicated to his work and one who is known to walk the talk with transparency and openness.

Ramesh Nair says it was the real estate industry that not only chose him, but also nurtured him and enabled him to succeed. With his effective leadership, he was able to make an impact when the industry was still growing, and in the process acquired important learnings from industry veterans.

He strongly believes in the power of motivation, especially during tough times. Motivation, he says, helps build the team's self-confidence and enables an organization to retain talent and optimise performance.

### **Memorable Milestones**

On the professional front, Ramesh Nair's most memorable moment was when he was appointed as the youngest CEO amongst the 80 countries in which JLL operates.

### **Beyond the Business**

His proudest personal achievement came recently when he made the decision to take a break from work and go back to school to pursue his studies from Harvard. It has always been Ramesh's dream to study in an ivy league institution!





## RAVI KUMAR DUGAR

Director  
PS Group



I LIKE TO MAKE  
KNOWLEDGE SHARING THE  
MANTRA OF MY TEAM.



### LEADING WITH TRUST

#### Beyond the Title

Ravi Dugar, Director, PS Group says his passion for real estate derives from seeing how reality can be built from sheer imagination. Being in the real estate industry for him is like being on a thrilling journey where the learning never stops and the ability to innovate is always alive.

Knowledge sharing is the mantra he lives by when leading his team. He believes in being fully accessible to his team and taking on challenges collectively head on. He knows that passion is a must for one to give their 100 percent to their work, and he constantly works on fueling his team's passion towards their projects.

Ravi's professional journey has taught him that keeping one's eyes and ears open keeps you ahead of the game. He also understands the value of leaving no criticism unchecked as you never know what new learnings can come from it.

#### Memorable Milestones

Ravi is most fulfilled on seeing three generations of a family sitting in front of him, with each one securing their investment in his projects.

#### Beyond the Business

With the firm belief that skill development is the need of the hour, and considering the increasing under employment in the realty industry, Ravi would like to have technicians rather than labourers working at sites. With a larger skill set, he believes workers would be able to achieve higher efficiency and produce better results.



AS WE ARE ON THE CUSP OF A DEFINING TIME FOR THE INDUSTRY, WE HAVE AN UNPRECEDENTED OPPORTUNITY TO REIMAGINE SPACES AND DEVELOP FUTURE-READY OFFERINGS.



**REEZA SEBASTIAN  
KARIMPANAL**

President - Residential Business,  
Embassy Group

## THE TRANSFORMATIVE LEADER

### Beyond the Title

Reeza Sebastian Karimpanal is a firm believer in nurturing a collaborative culture through empowered teams. As President of Residential Business, Embassy Group, she leads with a blend of democratic, pacesetting and transformative leadership.

When it comes to real estate, the most exciting element about the domain is the coming together of life experiences, connections and community. Taking insights, aesthetics and emotions from a problem-solving perspective and leading the transformation from vision to realization has been her driving force. Trust and integrity are foundational to her relationships, and she believes shared vision is something that is cultivated through mutual respect and in being dependable and open-minded.

She says her own life experiences have imparted immense learnings and defined her growth, both personally and professionally. It has also been enlightening for her to have been part of numerous customer journeys that have turned into life-long relationships, in which she has guided families through one of the most important life decisions of buying a home.

### Memorable Milestones

Reeza transcended barriers when she forayed into a predominantly male domain. Steady in her conviction that a leadership role for women in real estate was both organic and a natural extension of their equally significant roles as homemakers, she built a gender diverse team from the ground up. This is in keeping with her aim to make Embassy Residential, one of the most aspired for real estate brands in the country.

### Beyond the Business

She would like her leadership role in real estate to also carry a social impact. Her vision is to create developments that are aligned with environmental ethics, yet ready to adapt to the changes of a fast evolving future.



MY MANTRA IS TO STAY FOCUSED ON MY GOALS, COMPETENCIES AND ATTITUDE.



## CREATING VIBRANT LIVING SPACES TO CO-EXIST IN HARMONY

### Beyond the Title

Dr. S Vasudevan, the Chairman of Ozone Group is a leader who believes in the power of transformation. He is known for converting challenges into opportunities through his out-of-the-box approach. In business, he believes, customer loyalty is the biggest return that can be gained; and to achieve that loyalty, integrity and commitment towards all stakeholders is paramount. Creating vibrant living spaces for the society to co-exist in harmony with each other gives him a sense of joy and fulfilment.

A true Institutional Leader, he expects all those associated with the brand to work towards fulfilling the common vision by being accountable and active contributors to the company and themselves. He has been greatly influenced by the book 'The God Father' by Mario Puzo, which covers the entire gamut of human emotions in the most perilous situations and empathy abounds in Dr. Vasudevan's leadership style. The patience and perseverance he has learned through his professional journey has given him a unique perspective on the synergy between competition and collaboration, which he believes are important in leadership. His advice to young professionals is to think big, discover their own potential, and strive to be a market leader in their chosen field.

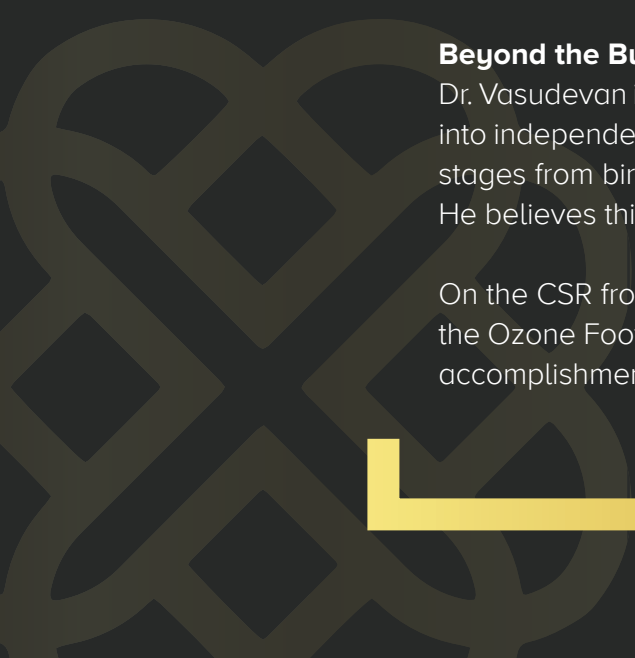

### Memorable Milestones

As a real estate developer, having the opportunity to conceive and develop the Metrozone project in Chennai way back in 2005 was a cherished period of his life, that paved the way for achieving more ambitious goals. However, he is modest about his many achievements, and feels his greatest accomplishment can only come when all the occupants of his developments continue living in harmony.

### Beyond the Business

Dr. Vasudevan is passionate about empowering people and aims to transform his entire top management and the CMD secretariat into independently thinking and performing entrepreneurs. In the broader context, he wants his townships to encompass life at all stages from birth to the precious formative years to retirement through the concept of education, play, work and entertainment. He believes this will facilitate a social transformation that envelopes the entire circle of life.

On the CSR front, empowering the women in Vanxim island Goa; the scholarships program for their kid's education and running the Ozone Football Academy by foreign coaches in Bengaluru for the underprivileged kids gives him a sense of satisfaction and accomplishment, when he sees them doing well for themselves.





# SUPER CXOs

**DR. S VASUDEVAN**

Chairman,  
Ozone Group







OUR HOMES ARE MADE WITH HEART AND  
THOUGHTFULNESS AND THE SAME PRINCIPLES  
HAVE LED THE ORGANIZATION TO GREATNESS.



## THE ART OF FACILITATIVE LEADERSHIP

### Beyond the Title

Sachin Bhandari, CEO of VTP Realty has always been a maverick over-achiever. His passion for study of a particular subject and a photographic memory have been a winning combination. An engineer armed with a management degree in Marketing and Finance, his professional journey spans across many industries and blue-chip companies. He believes his background as a financier helped him develop an understanding of the pulse of the real estate sector.

Sachin describes his journey as “almost entrepreneurial”. Working very closely with the promoters of the group, and navigating the organization from 90Cr to 1900Cr sales revenue was nothing short of historical in a short span of 5 years. When it comes to his leadership style, he believes in coaching and mentoring teams. Inspiring them to achieve impossible goals are a reflection of his own confidence and strong belief system. Once a project vision is created and the teams are on boarded and aligned, Sachin quickly moves to the role of a facilitator and guide. Not a believer in micromanagement, he firmly believes the passion to achieve the impossible must come from within.

He believes that his journey is all about learning. Understanding that one can’t make ‘perfect’ decisions all the time, the important thing for him is to stay focused on finding solutions. He is looking at doubling the company’s revenue in the next 3 to 5 years. He also aims to cross the boundary and move out of Pune into Mumbai, maybe onto more cities as time goes on.

### Memorable Milestones

Sachin Bhandari’s journey at VTP Realty has been full of milestones, as he skyrocketed the sales turnover 20x in only a few years. His success comes from working on the basics and setting them right. Evolving from a family-promoter led company to a large real estate brand with over 10% market share in Pune has been no mean feat. Today under his leadership and vision, VTP Realty is a name to reckon with in the real estate sector with strong credibility in the financial corridors and high affinity in the consumer’s mind.

### Beyond the Business

He considers himself fortunate to be in the real estate business since directly or indirectly the sector is addressing the basic need of homes for the people. He strongly believes in “seva-bhaav” and believes that a home is sacrosanct for the family and the experience cannot be any less than delightful!

# SUPER CXOs

**SACHIN  
BHANDARI**  
CEO,  
VTP Realty





# Realty+

**Realty+**  
MASTERCLASS

A series of webinars that provide a platform to discuss current topics of interest to the real estate industry, featuring experts and industry leaders.

REAL  
TALK

Video interviews that address honest views & opinions, facts & figures for the benefit of all the stakeholders of the industry.

**R+**  
DIGITAL  
CONNECT

Digital marketing initiatives on Realty+ online channels that provide high visibility and real-time engagement.

## BE ON THE FRONTLINE OF DIGITAL TRANSFORMATION

**For Brand Integration & Partnerships, contact:**

Ganesh Gurav +91 99309 60403 | [ganesh.gurav@exchange4media.com](mailto:ganesh.gurav@exchange4media.com)

Tripti Kedia +91 98200 10226 | [tripti@exchange4media.com](mailto:tripti@exchange4media.com)



**LEADERSHIP TRANSLATES TO  
HIGH PERFORMANCE LEADERS  
BUILDING CONSISTENTLY  
PERFORMING BUSINESSES.**



**SANJAY  
DUTT**

MD & CEO  
TATA Housing Development Company

## THE MINDFUL LEADER

### Beyond the Title

Sanjay Dutt is a leader who thrives on challenges. He looks at the real estate industry as a 77mm canvas on which he can turn his vision to reality. For him, real estate is all about people, people and people. The MD & CEO of TATA Housing Development Company believes the ticket to one's own success lies in the success of others – as clients, colleagues and shareholders. With an inner compass set to enthuse confidence, dignity and pride, he empowers people to achieve their personal and professional goals.

The most impactful book he has come across is 'Blink' by Malcolm Gladwell as it elucidates that truly successful thinking relies on a balance between deliberate and instinctive thinking.

Change is the only constant in life. This means that businesses will forever be dynamic. Sanjay Dutt looks forward to the evolving demands his professional journey will undoubtedly present, confident that he can deliver value at every step.

### Memorable Milestones

His most memorable moment by far is when he held his daughter in his arms for the first time. A leader with his priorities crystal clear, his most cherished reward in life is when he makes a difference in someone else's life.

### Beyond the Business

With a keen understanding that the business of real estate is dynamic and influenced by various factors, he is constantly contributing his efforts to enable the industry to have a common voice that can carry across to the decision makers, which in turn can help transform the industry for the better.





## SANKEY PRASAD

FRICS, Chairman & Managing Director  
Colliers



MY PHILOSOPHY HAS HELPED  
ME DRIVE INNOVATION AND  
TAKE-UP CHALLENGES WITHOUT  
FEARING THE OUTCOME.



### DEFINING THE ENTREPRENEURIAL SPIRIT

#### Beyond the Title

Sankey Prasad believes every leader should define their journey on their own terms. His own journey is one of leading by example. A leader who inspires confidence, it is his integrity to do what's right even at a personal cost that enables him to focus on people. His courage in surviving the challenges makes him a leader one can rely on to provide solutions during a crisis, and to be discerning in decision-making. A seasoned entrepreneur, he would like those starting their entrepreneurial journey to remember to always think bigger and resist the urge to micromanage. Impactful leadership lies in empowering one's team, which he believes is the catalyst for growth for the individual and for the organization.

A book that has particularly influenced him is 'Warren Buffett and the Business of Life' which emphasizes the human element of business. Attributing his success to his relationship-driven approach, Sankey Prasad believes true leaders focus on people and not on authority.

#### Memorable Milestones

He is a first-generation entrepreneur who set up his own company at 39, and ensured growth at every stage. Today as Chairman & Managing Director of Colliers, his professional milestones are many, but what he considers to be his greatest reward is the bond he shares with his team.

#### Beyond the Business

Sankey Prasad is all set to continue on the path of creating value for his clients. He would particularly like to focus on making the real estate sector more sustainable.



“ THE INTERPLAY OF POLICY REFORMS, PROLIFERATION OF TECHNOLOGY, INNOVATION AND GLOBALISATION PRESENT AN EXCITING TIME FOR THE INDIAN REAL ESTATE INDUSTRY.

**SANTOSH  
AGARWAL**  
CFO,  
Alphacorp

## THE CUSTOMER CENTRIC LEADER

### Beyond the Title

For Santosh Agarwal, CFO of Alphacorp, real estate is a dynamic industry. His own leadership has empowered the company to achieve dynamic milestones. AlphaCorp has disrupted the real estate landscape through a value-driven, customer-centric approach, and transparent processes to ensure accountability.

The recent challenges have handed him an important lesson that constant communication and collaboration is a must to keep the team motivated. He has been able to aid the growth of his team by maintaining regular communication, and giving honest feedback on performance with an assessment of room for improvement.

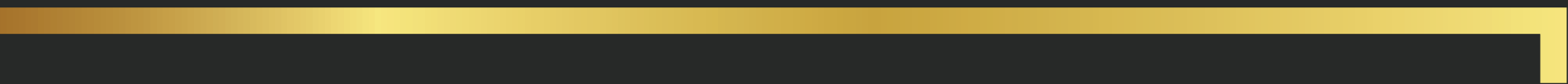
He says the pandemic crisis has made it clear - nothing is permanent, everything is transient, whether failure or success. With this grounding in the realities of life, he refines his leadership to be affiliative and pace-setting. This style has helped devise a roadmap and facilitate teamwork and collaboration to work towards a shared vision. A leader who values perseverance, humility and integrity, he has always abided by these principles and believes that every human being should inculcate these values.

### Memorable Milestones

His most memorable achievement is bringing on board New York-based private equity major Blackstone to invest in Alpha Corp, which bought out the existing shareholders through a structured transaction in November 2015.

### Beyond the Business

With the firm belief that the real estate and COVID-19 crisis have underscored the need for robust facility management to win the consumers' trust, Santosh Agarwal aims to start a facilities management academy to train needy youth.



“ DREAM BIG AND CONTINUE  
TO EVOLVE. ”

## THE EVER-EVOLVING LEADER: FOSTERING A CULTURE OF LEARNING

### Beyond the Title

It's the real estate industry that chose him, says Sathish Rajendren, COO & Head of Knight Frank India. With his rich and diversified experience, he has a strong customer focus, strategic planning, stakeholder engagement and a drive to add value, that made him well equipped to enter the corporate real estate environment.

With a leadership style driven by creativity and collaboration, Sathish is inspired by the towering leader, APJ Abdul Kalam, who personified the vision and courage to travel along with the team into the unexplored path. Sathish puts in every effort to walk this same path with humility, open mindedness and perseverance. Personally, for him, discipline and integrity are an inborn moral belief to do what is right, and reject that which is wrong, regardless of the consequences that are attached to his decisions. It is the foundation on which he builds relationships and demonstrates honesty, transparency and trust in all his actions with utmost modesty.


Taking a people centric approach, he is always focused on strengthening the team spirit so that the common goals can be achieved together. He believes that it all begins with defining and aligning towards the goals and clear objectives for his business line. His endeavour is to create leaders for tomorrow and hence provides mentorship to his team with constant engagement & empowerment to enable them to go beyond and achieve the unachievable. With each team member being shown a clear growth curve and guidance towards achieving it, they are able to strike the right work-life balance. This, he says, can only be achieved by creating a flat work culture that provides an equal platform to all team members to compete and grow.

### Memorable Milestones

Even though he has many awards to his name, he says he would rather count his blessings than count his awards. He is grateful to be on a journey that dates back almost two decades and one which is constantly evolving and contributing to greater academic knowledge, economic growth and connecting with industry leaders across the globe.

### Beyond the Business

In his role on CoreNet's Global board and with RICS in South Asia, Sathish has actively participated across a range of print and broadcast media, articles, speaking at industry events and has moderated numerous Global and Regional panel discussions. This has helped him grow into a profound management professional with the determination to augment his knowledge & skills in a dynamic and diversified environment and give back to the fraternity. A leader who makes it a point to strike the right work-life balance, Sathish enjoys spending time with his family. His wife, he says, has been instrumental in his success and being in the same industry has been a strong source of support. His son is 16 years old, and Sathish is constantly learning something new from him!



A black and white photograph of a man in a dark suit, white shirt, and patterned tie, standing in an office. He is smiling and has his hands clasped in front of him. In the background, there is a large window, a desk with a computer, and a potted plant. A large, stylized, gold-colored logo is overlaid on the right side of the image. The logo consists of a circle with a cross inside, and the text 'SUPER CXOs' is written in a bold, sans-serif font across the top of the logo.

# SUPER CXOs

**SATHISH  
RAJENDREN**

COO & Head - Facilities &  
Asset Management Services  
Knight Frank India





**TANUJ  
SHORI**

Chief Executive Officer,  
Square Yards



I STRONGLY BELIEVE ENTREPRENEURS  
MUST TAKE RESPONSIBILITY TO  
CREATE LEGACIES THAT WILL TAKE  
THE NEXT GENERATION TO A LEVEL  
WE CAN ONLY IMAGINE.



## THE EMBODIMENT OF ENTREPRENEURIAL LEADERSHIP

### Beyond the Title

Scaling up is a way of life for Tanuj Shori, Chief Executive Officer of Square Yards. From a small start-up in 2014 with just a handful of people who were driven to provide a hassle-free home-owning experience to the common man, Square Yards is now an organisation with 5000+ people.

Big accomplishments were born from humble beginnings. It was his indomitable aspirations and a work ethic to match that kept him nurturing his big dreams. Guided by his love of realty and housing, he ventured into the real estate domain.

Driven by his entrepreneurial spirit, he believes establishments should be set up only if one is unendingly passionate about an idea. For him, strong ethics and integrity are non-negotiable. He reckons that leaders leave behind the quality of lives they have impacted, their core values and the aggregate of the decisions and actions taken while building an organisation.

### Memorable Milestones

In spite of COVID, 2020 proved to be a milestone year for Square Yards with the company outperforming its past numbers. The superlative performance has continued into the first quarter of 2021 as well. Square Yards has crossed USD 50mn revenue and USD1bn in GTV for FY21 (Not more than 30/40 consumer tech startups pan India can claim this revenue number).

### Beyond the Business

Clients remain the core focus of everything Tanuj does, whether it is ensuring the choice and structuring the right products, bringing data in a highly opaque market, or extending help and support in case of issues with principal's commitments.



“ MY JOB AS A LEADER IS TO HIRE THE BEST TALENT, AND THEN CREATE THE RIGHT ENVIRONMENT SO THAT THIS TALENT DELIVERS OPTIMALLY. ”

**UDDHAV  
PODDAR**  
MD & Group CEO,  
Bhumika Group

## ARTICULATING A VISION THROUGH DYNAMIC LEADERSHIP

### Beyond the Title

Uddhav Poddar, MD of Bhumi Group has always been in awe of the sheer quality and scale of real estate developments around the world. He always dreamed of developing similar landmark projects in India too. He combined his dream with his vision to develop world-class projects in the tier 2 towns of India and entered the Indian real estate industry with his flagship project – Urban Square, at Udaipur. “Urban Square” is one of India’s largest Retail & Hospitality Centric Mixed-Use development with a total Built Up Area of 1.8 Million Sq. Ft. As a leader, he believes to harness the best talent and create for them an environment that brings out their best. To ensure his team is aligned with the organisation’s goals, he holds regular interactions and strategy sessions with them. Not one to dwell on the past, Uddhav focuses on enjoying the journey, including learning from mistakes and accepting the ups and downs of life, which he believes only keeps things interesting!

### Memorable Milestones

Most memorable in his professional journey has been the launch of the company’s maiden and flagship project, Urban Square. Despite the real estate industry going through immensely challenging times over the last few years since its launch, the company has been able to provide possession to clients as per committed timelines. It just shows the character as an organization and their customer-centric approach, towards project delivery despite all odds.

### Beyond the Business

Uddhav’s vision is to apply his leadership to have some kind of a social impact, especially in the sphere of education to the needy. He believes that educating even one child can have an impact on many people. To this end, under his leadership, the company has undertaken the renovation of a government school in Udaipur.



## VINOD ROHIRA

CEO,  
Mindspace Business Parks REIT

### THE PIONEERING LEADER

#### Beyond the Title

It is said that visionaries build what dreamers imagine. Vinod Rohira, CEO of Mindspace Business Parks REIT has curated and created masterpieces with much more than brick and mortar!

Equipped with an MBA from Booth School of Business, Chicago, and a law degree from the Mumbai University, Vinod began his career with the K Raheja Corp, over two decades ago. Over the years, he has created powerful brands in Residential and Commercial Real Estate, infusing each with its unique brand identity.

He is a key member of the leadership team that has built K Raheja Corp into a respected and leading name in Indian real estate. It was he who pioneered the concept of landmark business districts, premium residential and retail complexes, which have become benchmarks in Indian real estate.

#### Memorable Milestones

If there is a project that can define Vinod, it would be the ultra-luxury residential complex, ‘Vivarea’ at Mahalaxmi, Mumbai. The residential complex now stands tall as an extraordinary approach to urban living, making it the beacon of premium residences.

#### Beyond the Business

Having led the development of Grade A commercial real estate across the country, and the listing of Mindspace Business Parks REIT on the Indian stock exchanges, his current focus is on driving the commercial business’ strategic operations with an emphasis on stakeholders’ management and business development.



“ BUILDING AND SUSTAINING  
LONG-TERM RELATIONSHIPS  
WITH TRUST IS THE KEY TO  
SUCCESS



**VISHAL  
SINGH**  
Partner,  
Delloitte India

## ADAPTIVE & AUTHENTIC LEADERSHIP IN A DYNAMIC INDUSTRY

### Beyond the Title

Vishal Singh believes Real Estate is all giving back to society in a different form by fulfilling an essential need. It is the vast and dynamic nature of the industry that excites him most, and it is also what has empowered him with his much-admired adaptability. An authentic leader, he would like to be known as a professional who is humble & always stays true to himself, client and his responsibilities.

He operates with discipline and focus, and when challenge arises, his skill of being flexible & resilient enables him to change with the tides. He likes to encourage his team to think beyond boundaries, and believes that sharing & collaborative working relationships, enhance growth. Competition is key too, he believes, as it keeps a check on quality.

### Memorable Milestones

Vishal Singh is most proud of his successful shift from consulting to investment banking with multiple large M&A/ fund raises and then going on to head the Real Estate vertical of one of India's largest IB firms.

### Beyond the Business

In his role in Investment Banking Advisory with Deloitte India, he aims to continue to provide clients and the industry at large with much needed innovative ideas and structures.





**YATIN  
PATEL**

Founder & Principal,  
DSP Design Associates



LEADERSHIP GREATLY THRIVES  
ON STRATEGY & CHARACTER  
WHILE AN APPETITE FOR RISKS  
AND LEARNING IS WHAT FUELS  
SUCCESS



## ARCHITECTING THE FUTURE OF SPATIAL EXPERIENCES

### Beyond the Title

Yatin Patel, Founder & Principal of DSP Design has defined “space” to be more a verb than a noun through his 3-decade strong design leadership. He defines his core values according to the various roles he embodies in life. Professionally, he regards perseverance as non-negotiable, while personally, it’s his curiosity and passion that drive him to achieve greater heights.

With an inclination towards setting up something from ground zero, he mentions, “Architecture to me is passion and I took this leap with no two ways about how my future would come along given absolutely no lineage in the field. Architecture today has made me a self-made entrepreneur, although it was extremely challenging- This day, I take immense pride in doing what I do!”

As a firm believer in leading by example, he has taken on the onus of imbibing across the organization the notion that people are prized assets. This has made DSP Design one of the most desirable organizations to work in, in fact a proud Indian-born global entity. He maintains that experience is the best teacher, and the visionary architect believes there’s no blueprint for success. Every learning acquired along the way sets one up for a brighter future!

### Memorable Milestones

He is most proud of having established DSP Design as an internationally acclaimed, truly Indian global architecture, design & smart building advisory firm.

### Beyond the Business

Yatin would like to drive a 100% transition from the traditional approach to architecture and design towards designing net zero buildings combined with the applicability of intelligent building systems in delivering high performance spaces across his entire client portfolio.



A LEADER IS SOMEONE WHO HAS THE PULSE OF THE MARKET AND IS ABLE TO SET TRENDS RATHER THAN FOLLOW THEM, AND SHOULD BE CONSTANTLY AHEAD OF THE GAME



**YUKTI  
NAGPAL**

Director,  
Gulshan

## THE POWER OF CONSIDERATE LEADERSHIP

### Beyond the Title

Yukti Nagpal, Director of “Gulshan”, having grown up in an environment, witnessing people's passion for the construction industry firsthand, brings her own passion to the business. She is motivated by the drive to deliver excellent experiences to people by upgrading their lives and providing them a quality lifestyle.

She believes leaders can excel only when they are thoughtful, considerate, and empower the team to make their own decisions. She began her own leadership journey vowing to go the off beaten path and develop a caring relationship with her colleagues. She is able to get the best of her team as they strive to work with passion, knowing they have a considerate leader standing by them. Yukti experienced her fair share of challenges. Being younger in age than the other employees, she needed to develop the patience and tact to get her point across while still respecting the team.

### Memorable Milestones

Her greatest accomplishment was when she was able to convince the management about her vision to make the shift towards the luxury segment. This changed the company's positioning, and Gulshan as a brand earned country-wide recognition.

### Beyond the Business

Yukti Nagpal wants to change the way people look at Real Estate, as it is no longer restricted to brick and mortar but a lifestyle product. She would like the industry to focus on wellness, as a home is not just four walls but also comprises the greenery, clean air and well-being of the mind and body.









**SUPER  
CXOs**

## **The Legends of Landscapes**

**Realty+ Super CXOs  
India's Top Realty Influencers**

**Realty+ Super CXOs Coffee Table Book Co-Powered by See & Recruit features India's Top Realty Influencers. Delving into their leadership mantras, professional and personal journeys, and memorable milestones, this book gives you a rare glimpse into insights that these C-Suite professionals have perhaps never revealed before. Explore these insights and discover the traits and characteristics that go into the making of successful leaders.**

**A Realty+ INITIATIVE**