

**Sandeep Kishore**

CEO and MD, Zensar Technologies
Management Board Member, RPG Enterprises

Sandeep is the CEO and Managing Director of Zensar Technologies and Group Management Board at RPG Enterprises. A bold and progressive industry leader, Sandeep drives growth, strategy, and everything digital and AI at the company. Sandeep strongly believes that digital is the force inspiring the present and future of enterprises — how we live, work, and the entire global and social eco-system. Throughout his three decades of leadership in business and technology, Sandeep has led disruptive and high-impact change programs with great success, delivering significant stakeholder returns. Sandeep is a key strategist and board leader driving significant turnaround.

Sandeep joined Zensar as CEO and MD in 2016, leading the large-scale transformation of Zensar from a legacy IT company to a 100% living digital enterprise. He believes that an organization must always have a sense of purpose and continually invest to stay relevant to its stakeholders, including people, clients, partners, community, and shareholders. Sandeep leads with purpose, passion, and principle.

Under Sandeep's leadership, Zensar has reached many significant milestones and achievements. Zensar's digital transformation has the distinct dual honor of being featured as a case study by both Harvard Business School (2018) and London Business School (2020). Sandeep has driven the creation of a research and innovation lab at Zensar and led the filing of 130+ patents over four years. Sandeep has personally been granted two US patents, with several more patents filed. Over 25 industry analysts have published reports positioning Zensar as a new age disruptor, innovator, and challenger. Over 15 financial analysts currently track Zensar as a publicly listed company. Sandeep's bold, decisive, and inclusive leadership in response to changing industry needs has created more positive impact for Zensar in four years than all the previous five decades.

Over the last 4+ years, under Sandeep's leadership, Zensar has grown to be a \$600 million revenue company (from approximately \$410 million) with 10K+ global talent (from approximately 6.7K). Sandeep has reduced the non-core business to nil from 10% during this

time period. Digital constitutes 60% of Zensar's business, up from 10%. Zensar is now positioned as a new age, next gen digital and cloud services company, a significant change from the erstwhile legacy IT company. Higher value services have led to higher profitability with 18+% operating margin, the highest in a decade. Zensar has exceptional working capital and cashflow management (150+% of PAT) with world class systems, a significant shift that has taken place on Sandeep's watch.

Sandeep has built an exceptional leadership and management team, completed 4 strategic acquisitions, and significantly improved market share among Zensar's global clients. As part of his commitment to sharp business focus, Zensar has divested 2 non-core businesses, allowing for investment in strategic growth markets and geographies. An exceptionally involved people person and inclusive leader, Sandeep works to empower a global diversified workforce to ensure people are always relevant with competencies and skills and prepared for disruptive market opportunities. Zensar's industry-leading and award-winning digital competencies have created highly-enthused Zensarians who have significantly improved client value creation in their digital, AI, cloud, and IT initiatives. Sandeep's ideas, thinking, perspectives and articles are frequently featured in leading publications in India, the US, and the UK. He has been featured in The Economic Times, Fortune India, CNBC TV18, The New York Times, and more. He is a member of, and contributor to, the Forbes Technology Council.

Before joining Zensar, Sandeep was with HCL Technologies for 25+ years, where he built multiple billion-dollar businesses. Most recently, he was the Corporate Officer at HCL as Corporate Vice President and Global Head of Life Sciences, Healthcare, and Public Services. Earlier, he was the Corporate Vice President, Global Head of Engineering and R&D Services at HCL Technologies. Sandeep is an alumnus of globally-renowned IIT Bombay.

In addition to his business management and technology leadership career, Sandeep is a prolific poet. He has authored and published two bilingual books of Hindi-English poems, *Your Shadow Wants to Walk Alone* and *Old Seeds of a New Tree*. The Economic Times calls Sandeep, "The CEO Poet." He is also the co-founder of Har Asha Foundation, a non-profit organization. An avid dog lover, Sandeep lives with his family in Silicon Valley, California.