



**Future of Work Conference
Inaugural Session
Speakers Bios**



Ranjana Khanna joined the American Chamber of Commerce in India as Director General CEO in November 2016. Focusing on enhancing U.S. - India economic partnership across sectors, she is leading AMCHAM to organize bilateral engagements with industry leaders and political leadership with both the U.S. and Indian government and presenting them with industry challenges.

Previously, Ranjana had served as Secretary General of the Indo American Chamber of Commerce (IACC) from 2014 – 2016. She was actively engaged with both industry and political leadership, enhancing IACC's brand image, positioning it as the apex bilateral chamber. Ranjana created connectivity with counterpart chambers in different U.S. states, working with both the state governments and local chambers. She enhanced member services through focused high-profile events, news and policy dissemination, and presented industry views to policy makers.

Ranjana has a long history with the Federation of Indian Chambers of Commerce & Industry (FICCI) and originally joined as Director in 2003 when she headed corporate communications, civil aviation, tourism, special projects in Delhi. She rose in the ranks to Senior Director and took on additional responsibilities of the Americas and special international groupings and organizations. The role encompassed close interaction between industry and the government for catalyzing the reforms process and focused on increasing economic engagement internationally. Ranjana was posted in Washington D.C. as Senior Director, FICCI USA, from 2005, and promoted to Assistant Secretary General in 2006, and Deputy Secretary General in 2009.

Salil Gupte is President of Boeing India and the senior in-country executive, who integrates and advances Boeing's activities in India across its three business units: Boeing Commercial Airplanes, Boeing Global Services, and Boeing Defense, Space & Security, leading a team of 3500 employees across New Delhi, Bengaluru, Hyderabad, Mumbai and Chennai.



Previously, Gupte was vice president of Boeing Capital Corporation, a wholly owned Boeing subsidiary, primarily responsible for arranging, structuring and providing financing for Boeing's commercial airplane, space and defense products. Gupte's earlier roles at Boeing include supply chain execution for Boeing's commercial airplane, space and defense products. Gupte's earlier roles at Boeing include supply chain execution for Boeing's commercial airplane, space and defense products. Gupte has worked closely with customers across the Boeing enterprise, led sales and marketing teams, and has experience in commercial and defense supply chains, overseeing manufacturing, sourcing, and fulfillment activities for Boeing products. Gupte has also led Boeing's aftermarket strategy teams, completing joint ventures and acquisitions to accelerate Boeing's growth in services.



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Gupte is Chairman of ASSOCHAM's National Council for Aerospace & Defence (A&D), a leading industry body that works towards promoting the growth of A&D in India, member of the National Executive Board of American Chamber of Commerce (AMCHAM) and member of the Executive Board of the US-India Strategic Partnership Forum (USISPF), dedicated to strengthening the US-India bilateral and strategic partnership.

Before joining Boeing in 2009, Gupte worked with Citigroup and Goldman Sachs, as an investment banker in the aviation and infrastructure sectors.

Gupte holds an M.B.A. from Stanford University and a B.A. in Economics from Cornell University.



Brian Heath is Acting Deputy Chief of Mission and Minister-Counselor for Management Affairs at the U.S. Embassy in New Delhi, India. A career member of the Senior Foreign Service with the rank of Minister-Counselor, Mr. Heath most recently served in Washington, D.C. as Acting Director of Policy, Planning, and Resources for Public Diplomacy and Public Affairs.

Since joining the Foreign Service in 1998, Mr. Heath's assignments have included Consul General at the U.S. Consulate General in Karachi, Pakistan; Minister-Counselor for Management Affairs at the U.S. Mission to the United Nations in New York; Director of the U.S. Regional Embassy Office in Al Hillah, Iraq; Principal Officer at the U.S. Consulate in Lahore, Pakistan; Management Officer at the U.S. Consulate General in Karachi; General Services and Human Resources officers at the U.S. Embassy in Berlin, Germany; and Consular Officer at the U.S. Consulate General in Mumbai (Bombay), India.

In the course of several assignments in Washington, DC, Mr. Heath has studied at the National War College; worked as a Senior Advisor in the Under Secretary of State for Management's Office of Management Policy; and served as a Special Assistant to the Assistant Secretary of State for Administration. He is the recipient of multiple Department of State Superior and Meritorious honor awards.

Mr. Heath graduated from Fordham University with a Bachelor's degree in political economics, earned a law degree from Rutgers University, received his Master's degree in national security studies from the National War College, and is a member of the New Jersey and New York State bars.



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Mr. Xavier Estupinan is the International Labour Organization ILO Wage Specialist for DWT (Decent Work Team)-Delhi for South Asia since 2016. He is an economist and has a master's degree in Social Science from the University of Tamkang.

He has worked as a Social Protection National Expert for the regional project "Program for the Extension of Social Protection in the Andean Countries" in the ILO. In different positions, he has worked in the Public sector: In the Ministry of Labour, in Ecuador, as Director of Wage Analysis and later Undersecretary of Employment. President of the National Wage Council promotes tripartite social dialogue and the fixation of the national minimum wage and sectoral minimum remunerations.



Currently, he provides technical support to Governments, Trade Unions and Employers Organizations on Wage Policies in the South Asian Region. In India, he participated as a member of the Expert Committee on Determination of Methodology for Fixation of National Minimum Wage, published several studies, including the India Wage Report: Wage policies for decent work and inclusive growth. He works closely with the VV Giri National Labour Institute.



Chaitanya Sreenivas (Chinni)

Vice President – HR & HR Head IBM ISA

Chinni has over 23 years of work experience having started his career in Corporate Consulting and Corporate Finance with Arthur Anderson in New York. He joined IBM in 2003 and held multiple roles in the business domain, his tryst with HR finally happened in 2005. Today, as the CHRO for IBM India South Asia, he is responsible for all aspects of HR including the people strategy, leadership, skills, career, engagement, employee services, labor cost, diversity & inclusion of the workforce across India / South Asia.

HR in IBM has re-designed all aspects of the company's people agenda and management systems to shape a culture of learning, innovation and agility. The HR function has digitally transformed incorporating AI and Automation across all offerings, Chinni has championed the transformation & the adoption of these methodologies - at scale, driving company-wide, co-created solutions.

Chinni strongly believes that it is the open mindedness and willingness to take those calculated risks that takes you places. On the educational side, he has a Bachelors in Economics from Cornell University and an MBA in Finance from Northeastern University.