



**5th CSR Conference: New Paradigms in Corporate Social Responsibility
Speaker Bios for Session 4: CSR Compliance Advisory: Form 2 and More**

Lavanya Shrinagesh

Global CSR and Diversity & Inclusion Leader
Genpact

Lavanya Shrinagesh is the Global CSR and Diversity & Inclusion leader for Genpact. As a CSR leader, she leads programs that harness the energy and talent of our employees for the economic, social, and environmental betterment of the communities we live and work in. Her role as a D&I leader involves steering initiatives to create a gender balanced organization with 50% representation of women across all levels.

Prior to her current role, Lavanya designed and implemented Genpact's Contact Center Eco System, creating 'I speak', CAC and developed the training contact center model. She has more than 18 years of work experience across Hiring, HR and Learning and Development domain. She specialized in creating hiring tools that map to job competencies; building Learning and Development plans to bridge the skill gap. In addition to this, Lavanya has also worked in the Luxury Retail and Education sector.

She is a graduate of English Literature from Delhi University.



Tanhieya Ghosh

Director | Legal & Compliance – India & Frontier Markets Plus
Medtronic

General Counsel with over 21 years of experience across a full breadth of operations of multinational companies, with a skillset that has been put to test across diverse sectors during the course of my career. Currently, the Director leading the legal, secretarial and compliance function at Medtronic India, a subsidiary of Medtronic Plc., global leader in medical devices, and overseeing the legal and compliance work of India and Frontier Markets Plus sub region comprising of India, Sri Lanka, Bangladesh, Maldives, Nepal, Myanmar, Indonesia, Philippines, Guam, Fiji with two R&D centres at Bangalore and Hyderabad, leading a team of 10 members. Also, part of the India & Frontier Markets leadership team, providing strategic inputs for facilitating business growth in a complex regulatory environment.

Prior to this, lead the legal, secretarial and compliance function for Otis India, covering Indian Sub Continent, part of United Technologies (UTC), a Fortune 50 company. Previously, lead the ethics and compliance function at UTC BIS India. UTC Building and Industrial Systems (BIS) comprised of 9 brands of UTC like Otis Elevators and Escalators, Carrier Air-conditioning, Chubb Alba, Kidde, Transicold and Race. Other corporates that I have worked for are LeasePlan Corporation, Gate Gourmet and Metzeler Automotive.

Lawyer with a broad based corporate/ commercial experience spanning mergers and acquisitions, buy backs, joint ventures, commercial contracts, litigations, regulatory as well as exposure to antitrust, anticorruption, trade compliance and data privacy matters.

Believe in nurturing and mentoring talent and have built high performing teams through empowerment, coaching, accountability and development of team members, balancing efficiency and effectiveness of legal and compliance services, their alignment with business strategy and objectives and driving functional excellence.

Focused on elevating legal and compliance from an advisory function to being a true business partner, I have a track record of successfully leading through growth, change and transformation by developing networks and building partnerships with both internal and external stakeholders in order to influence and deliver results.

Regularly participate in panel discussions and as speakers at corporate seminars and workshops about legal strategy, ethics & compliance, FCPA and Anti-corruption framework, innovation, risk management, litigation management and data privacy.

Nikhil Pant

CEO
REACHA



Nikhil Pant, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI, has played a key role from government side in formulation and nation-wide rollout of Corporate Social Responsibility (CSR) as per Section 135, Companies Act 2013 - Legislation, Rules, Policy, Strategy, Compliance (Accounting, Audit, Taxation, Reporting); he also specializes in CSR Grant Management, Monitoring & Evaluation Frameworks, Impact Assessment, Project Management etc., and is currently involved in “Compliance to Impact with Sustainability” advising to governments, corporates, NGOs and Academia on CSR and Sustainable Development.

Nikhil is actively engaged in advising & training corporates and advisory firms, and also implementing projects through his NGO www.reacha.org in alignment with CSR legislation and the new Companies (Corporate Social Responsibility Policy) Amendment Rules 2021. These include corporates and institutions like HCL Technologies/HCL Foundation, ONGC, Genpact, IBM, Titan, Diageo, Sattva, TYCIA Foundation / SIDBI, TRRAIN, CII, NHPC, NLC India Limited, Tata Communications etc. to name a few.

Nikhil is Chief Executive Officer, [REACHA](http://www.reacha.org), a one of its kind grassroots, community based voluntary organisation that is today bringing innovation in CSR implementation, impact and reporting in the country. Here he is delivering transformative CSR projects across India, including a path-breaking, award-winning initiative with Indian Army in Kashmir since 2016. He is a Founder – Member, REACHA since 1992.

He has 3 decades of experience in implementation, training, advocacy, grant management, strategy & policy formulation of development programmes. In his own way, Nikhil presents unique, practical need-based solutions that are individual specific, and community and organization based, meeting key people-centric development requirements at the very core. With his teaching, civil society, corporate and government experience and networks, he also develops meaningful partnerships to achieve desired outcomes in quick time.

As an Advisor and CSR Consultant Nikhil specialises in conceptualization, design, development, delivery and measurement of Sustainable Development Models. Through his work he seeks to bring in meaningful and engaging convergence of governments, corporates/CSR, civil society, entrepreneurs, social business, academia and communities in a participatory mode of collaboration, co-creation and creativity, for impact and scale, leading to need based social change. He emphasises on the never say die spirit of positivity towards life, living and co-existence, and takes up assignments and embeds this spirit as a cross-cutting horizontal, thereby bringing in a fresh, lively approach towards human development and environmental conservation issues that the world faces. People, Planet and (Non) Profit remain central to Nikhil as he engages deeply for social change.

Founded [Lakshyaa](#), an Impact with Compliance Advisory firm that specialises in design, development and delivery of effective Engagement Models that bring together governments, corporates/CSR, civil society, entrepreneurs, social business, academia and communities in a participatory mode of collaboration, co-creation and convergence, for impact and scale, leading to transformative nation-building through Sustainable Development.

Nikhil was Managing Partner, Shaktishi, an erstwhile CSR and SDG Advisory, Consulting & Training firm from April 2017 to August 2019. The firm assisted corporates and non-profits in 360-degree CSR Advisory, Consulting and Training.

He was Member, [Tata Power](#) Sustainability Advisory Council from 2016-2018, where he advised Tata Power Board on Compliance, Global Best Practices and Impact.

From 2012-2017, at national level as part of rollout of Section 135, Companies Act 2013 on CSR, Nikhil led formulation of CSR Policy, Strategy, Rules etc., and their country-wide deployment through Advisory, Advocacy, Consulting, Research and Training as Chief Programme Executive, National Foundation for CSR, [Indian Institute of Corporate Affairs](#) (IICA), Ministry of Corporate Affairs, GoI. He also engages with IICA today as Visiting/Guest Faculty.

He led key strategic grant-making projects as Principal Consultant, [Tech Mahindra Foundation](#) from 2010-2012 that strengthened the NGO partnership model in a participatory mode of co-creation and development.

As a School Teacher and Student Counsellor with [Manava Bharati School India International School](#), New Delhi from 1997 to 2010, Nikhil developed student-centric learning-by-doing education projects of child and youth development that led to community based positive change. These were shared with CBSE through [Sahodaya School Complexes](#) and Continuous & Comprehensive Evaluation (CCE) of school children with focus on learning outcomes, and are today embedded in various Education/CSR projects across the country.

Under Nikhil's leadership, effective and outcome-based CSR and Sustainable Development projects have been undertaken at government, corporate, institutional and civil society level. These projects cover Policy, Strategy, Compliance, Grant Management, Training, Advocacy and Implementation with organisations like HCL Foundation, Indian Army, ONGC, Genpact, Titan, IBM, REC Foundation, Tata Power, North Delhi Power Limited, Tata Teleservices, Yes Bank Foundation, Bombay Stock Exchange, Deshpande Foundation, OIL, HPCL, Indian Oil, Coal India Limited, NTPC, IGL, EIL, Smile Train, Dhampur Sugar Mills, IIMs (Bangalore, Calcutta), ISB, Narsee Monjee etc. to name a few.



Bandana Jha
Vice President
Social Impact and Sustainability
Wells Fargo India & Philippines

Bandana Jha Heads the Social Impact & Sustainability for Wells Fargo India & Philippines. In this role, she leads Wells Fargo's social impact and sustainability efforts across India and the Philippines; set strategic priorities in these areas; oversee execution of the company's philanthropy, Grant Management, Risk & Control, Impact Assessment, Employee Volunteerism and environmental initiatives; and enhance stakeholder engagement and collaboration with community organizations, among other responsibilities.

With more than 20 years of experience, Bandana has previously worked with Bank of America where she held the position of Head of ESG (Environment, Social and Governance) for Global Business Services, India. In this role, Bandana set up the ESG function at GBS in 2014 and was instrumental in creating the culture of volunteerism amongst the employees. Prior to joining Bank of America, Bandana was heading CSR for Barclays Shared Services. She started her career with Confederation of Indian Industry (CII) at Jamshedpur and later worked with The Tinsplate Company of India Ltd., Reliance Retail amongst others.

Bandana completed her M.Sc. (Chemistry) degree from Banaras Hindu University in 1993. She is an active advocate of diversity and inclusion in the workplace. She loves to read books, watch movies, and dabbles in watercolor whenever she has free time.

Pawan Kumar
Lead - CSR Advisory
Sattva



Pawan leads Sattva's CSR Advisory Practice in the South region, working with corporate clients across Strategy, Capacity Building, Assessment and Programme Management projects. He has over 10 years of experience in private and development sectors. His current focus in the development sector is on enabling corporates and civil society organizations to come together and jointly address key societal challenges.

Pawan is a postgraduate in Management with certifications in Public Policy and Social Entrepreneurship. He was also a guest faculty at IICA.