



## Vineet Nayar

Founder Chairman, Sampark Foundation & Former  
Vice Chairman and CEO, HCL Technologies

**Vineet Nayar** is Founder Chairman of Sampark Foundation and former CEO of HCL Technologies (click here for [wiki Profile](#)) and author of the highly acclaimed management bestseller, *"Employees First, Customer Second: Turning Conventional Management Upside Down"* (Harvard Business Press, June 2010).

A management visionary and radical thinker, Vineet led the transformation of HCL Technologies into one of India's fastest-growing global information technology service company, which under his leadership grew from a \$0.7 billion in 2005 to a \$4.7 billion global technology service company with over 85,000 employees across 32 countries by 2013. This radical transformation led **Fortune** to recognise HCLT as *"the world's most modern management"*, while **Business Week** named HCLT as *"one of the world's most influential companies"*. His innovative management practices at HCLT were taught as a case study at both the **Harvard Business School** and **London Business School**.

Vineet was chosen by **Fortune** magazine for its first ever global *Executive Dream Team*, and also found a place on the elite **Thinkers 50** List. His innovative, transformative ideas have received fulsome praise from influencers like late **C. K. Prahalad**, **Tom Peters**, **Gary Hamel**, and **Ram Charan**.

Vineet quit HCLT in 2013 to focus on **Sampark Foundation**, which he co-founded with his wife Anupama Nayar, to catalyse *'large-scale transformation in primary education through frugal innovation'*. Today Sampark Foundation is improving learning outcomes among 7 million children studying in 76,000 rural schools across 6 states in India: Chhattisgarh, Uttarakhand, Jharkhand, Haryana, Himachal Pradesh, and Uttar Pradesh at less than \$1 per child per annum. This large-scale transformation is now a *'case study'* at **Harvard Business School**.

Vineet has been cited by **Forbes** in its *'Heroes of Philanthropy List 2016'* and also as a *'Global Thinker 2016'*, along with his wife, by **Foreign Policy** magazine for *'unplugging technology so kids can learn'*.

Vineet joined HCL in 1985 after earning his MBA from XLRI. In 1993, he founded Comnet, a technology start-up, where he developed and put to practice many of the ideas (he later described in his book), transforming it into a multi-billion-dollar business. In 2005, he became president, and in 2007, the CEO of HCL Technologies, where over the next five years, he spearheaded a remarkable turnaround.

Vineet currently serves as a Senior Advisor to the **McKinsey Leadership Institute** and many **Fortune 1000** companies. He is on the Advisory Board of the **Millions Learning** project led by the ex-Prime Minister of Australia, Julia Gillard, and has served as Governor of ICT; member of the Global Advisory Board of Women Leaders and Gender Parity Program at the **World Economic Forum**. And, as a mentor to multiple technology start-ups, he continues to follow his passion of turning conventional management wisdom, upside down.