

BELIEVE. BUILD. BECOME.

ABGLP BATCH OF 2021

PROGRAM OVERVIEW

The Aditya Birla Group Leadership Programs (ABGLP) develop and build an internal pipeline of high capability next generation leaders to take on large roles within the Group. Candidates are exposed to multiple businesses, geographies, and functions to gain the perspectives required to lead businesses and/or corporate functions.

The programs were launched with the inception of the Group Management Trainee (GMT) program in 1996. Over time, the GMT program evolved and in 2007 the LEAD/LEAP program was created. In addition to LEAD/LEAP which targeted candidates interested in pursuing a career in general management, functionally oriented programs were developed for Human Resources (HRLP) and Finance (FLP) in 2013.

The journey that each participant undergoes is unique and crafted carefully to ensure that each participant is able to build on prior management and leadership experience. Our participants are given consistent engagement with senior business leaders through various forums to ensure that knowledge and technical know-how is passed on from current incumbents to future leaders.

Participants are held to the highest standards of performance and are expected to consistently deliver superior results on the job that make a difference to the organization at large. Members of the ABGLP cadre are expected to be the ambassadors for high performance, Group values, and ethics.



General Management Programs

LEAD LEAP

MBA MBA (4-7 years) (0-4 years)

Functional Programs

HRLP

FLP

MBA

First Time (0-4 years) CA Rankers



General Management Programs

The Leadership Program for the Experienced (LEAD) & the Leadership Associate Program (LEAP) were launched in 2007. These are exclusive incubation programs that endeavor to cherry pick future leaders of the Group. Under these two programs, participants are hired from the top B-Schools in India. Including the batch of 2021, there are 200+ participants under these two programs in the Group.

Functional Programs

To cater to functional aspirations in Finance and Human Resources, functional leadership programs - Human Resource Leadership Programs (HRLP) and Finance Leadership Programs (FLP) were launched in 2013. Including the batch of 2021, there are 100+ participants under these two programs in the Group.

Participants of batch-2021 are hired from the following campuses:

- Indian Institute of Management, Bangalore
- Indian Institute of Management, Lucknow
- Indian Institute of Management, Indore
- Indian Institute of Management, Shillong
- Faculty of Management Studies, Delhi
- Symbiosis Institute of Business Management, Pune

Participants of batch-2021 are hired from the following campuses:

- Management Development Institute, Gurgaon
- Tata Institute of Social Sciences, Mumbai
- XLRI Xavier School of Management, Jamshedpur
- Symbiosis Centre for Management & Human Resource Development, Pune
- The Institute of Chartered Accountants of India – Rank Holders

We also recruit students from other top B-Schools based on their exemplary performance in campus competitions/ wildcard rounds or scholastic excellence.

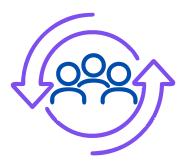
NEW KIDS ON THE BLOCK

The batch of 2021 has been carefully handpicked from premier business schools across India. With a batch strength of 29 students, we have brought together a gamut of diversity and work experience across different industries.

The 29 chosen candidates are the embodiment of dedication, hard work, and have an incredible appetite for learning. They represent the values of the Group and will be groomed into visionary leaders of the future.

The world of business is constantly changing and evolving. We are immensely proud that the chosen 29 are up for the challenge as they will be the change of tomorrow.

YEAR ONE STRUCTURE



Pre-joining engagement

March-May

Induction June & July - 3 weeks



Stint management

LEAD: 2 stints of 3 months each

LEAP/HRLP/FLP: 3 stints of 4 months each

Torchbearer (Buddy)

> Robust mentoring process

YEAR ONE STRUCTURE



Performance Management

Business review at the end of every stint

Mid-year review at the end of 2 stints

Confirmation appraisal process at the end of Year 1

LEAD: December

LEAP/HRLP/FLP: June



Final Placement

LEAD: October - December

LEAP/HRLP/FLP: December - May

- > Social media engagement
- > CSR exposure (Mandatory stint of 10 days in ABG Plants)

› Outbound

VITAL STATISTICS



GENDER DIVERSITY

Females - 41% Males - 59%

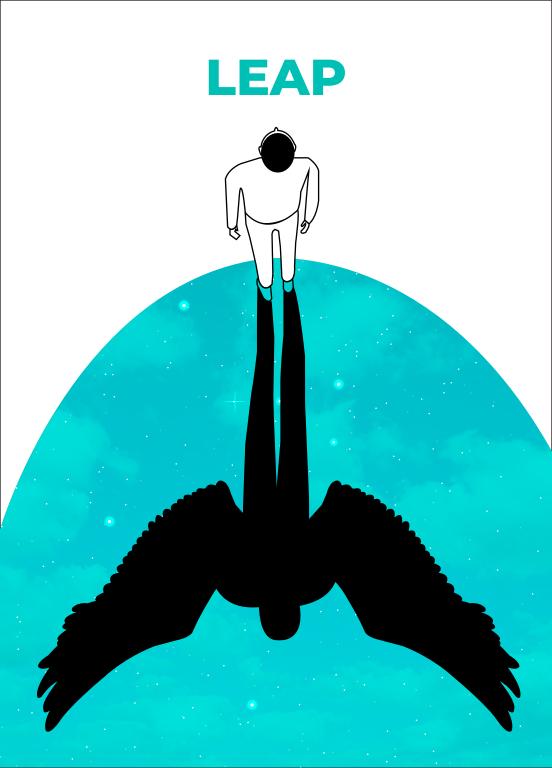


WORK EXPERIENCE

0-18 Months - 17 18-48 Months - 12

HIRING MIX







Leadership Associate Program (LEAP) offers hands-on, target-based learning across the Group's businesses. The purpose of LEAP is to harness the leadership quality of each remarkable individual for diverse roles within the Aditya Birla Group.

STINT CALENDAR		
Stint 1	21 st June' 21 - 15 th Oct' 21	
Stint 2	18 th Oct' 21 - 16 th Feb' 22	
Stint 3	21 st Feb' 22 - 17 th June' 22	
CSR Stint	20 th June' 22 - 1 st July' 22	

VITAL STATISTICS



GENDER DIVERSITY

Females - 25% Males - 75%



WORK EXPERIENCE

0-18 Months - 2 18-48 Months - 6

BUSINESS SCHOOL MIX

IIM B - 1	IIM S - 1
IIM L - 2	FMS - 1
IIM I - 2	SIBM - 1

GRADUATION





Ananth Acharya IIM Shillong, 26 years

Adventure-seeking Diligent Empathetic

B.A. LLB.

Work Experience

21 Months

Last Organization

Wipro Ltd.

Job Title

Senior Executive

Summer Internship

Aditya Birla Capital

Key Achievements

Awarded the Aditya Birla Group Scholarship in 2019

Presented a paper titled, 'To Be or Not To Be? Philosophical and Constitutional Perspectives on the Right to Die' at the International Seminar on the Legality and Jurisprudence of Sallekhanā

Participated at the Oxford Price Media Law Moot Court Competition (South Asia round) in 2012

Passionate About

Adopting and taking care of stray animals



Archit Sinha SIBM Pune, 25 years

Integrity Accountability Tenacity

B.B.A. (Marketing)

Summer Internship

Pidilite Industries Ltd.

Key Achievements

National winner, Avant-Garde, Aditya Birla Group, 2020

National finalist, Johnson & Johnson Quest, Johnson & Johnson, 2020

Coordinator, Co-Curricular Team, SIBM Pune, 2020-21

Passionate About

Dance



Gaurav Ruhil

IIM Lucknow, 27 years

Ambition Integrity Humility

B.E. (Instrumentation & Control)

Work Experience

27 Months

Last Organization

Ministry of Home Affairs

Job Title

Assistant Section Officer

Summer Internship

Aditya Birla Fashion and Retail Ltd.

Key Achievements

Received a cumulative merit scholarship of $\stackrel{$${\scriptsize $\ensuremath{$\ensuremath{$$}$}}}{$$ 42,200}$ at NSIT for being in the top 10% in a batch of 500+ for 4 years

Regional finalist - Samsung Edge'20 - Contactless customer experience at IIM L

Institute Rank 2 in Term 4 and Term 5 out of 480+ students

Passionate About

Fitness & Running



Mukund Bontha IIM Indore, 23 years

Resilience Punctuality Meticulous

B. Tech. (Mechanical Engineering)

Summer Internship

Aditya Birla Fashion and Retail Ltd.

Key Achievements

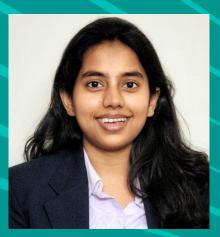
Finalist in the Aditya Birla Group Scholarship in 2019

Received the Rashtrapati Puraskar (President's Scout) Award from the Honourable President of India as part of 'The Bharat Scouts and Guides' in 2015

Took part in the International Student Exchange Program at Emlyon Business School (France) for the Spring 2021 semester

Passionate About

Making society a better place



Namrata Nerurkar IIM Indore, 24 years

Empathy Integrity Learning

B.A. (Economics)

Work Experience

21 Months

Last Organization

Samhita Social Ventures Pvt. Ltd.

Job Title

Associate

Summer Internship

Aditya Birla Fashion and Retail Ltd.

Key Achievements

Awarded the Aditya Birla Group Scholarship in 2019

Awarded the OPJEMS Scholarship among top 1st and 2nd year students of multiple B-Schools; Sole winner from IIM Indore

Certified in 3 levels of Spanish language learning, over 8 years of French and 7 levels of training in Taekwondo

Passionate About

Catalyzing social impact with research & data analysis



Rituparna Ghosh

IIM Bangalore, 27 years

Diligent Curious Responsible

B.E. (Computer Science)

Work Experience

34 Months

Last Organization

Morgan Stanley Financial Advisors

Job Title

Senior Associate (Full stack developer)

Summer Internship

UltraTech Cement Ltd.

Key Achievements

Campus winner of Microsoft's PM engage case competition

Awarded 'Intern of the Year' from ABG during summer internship

Best Women Player Award in multiple Football tournaments

Passionate About

Football



Tarun Singh FMS Delhi, 28 years

Passion Creativity Motivation

B. Tech. (Mechanical Engineering)

Work Experience

33 Months

Last Organization

Maruti Suzuki India Ltd.

Job Title

Assistant Manager

Summer Internship

Aditya Birla Fashion and Retail Ltd.

Key Achievements

Won the Aditya Birla Group Scholarship in 2019

FIDE rated Chess player with a current international Chess rating of 1519 and secured rank 3 in Under-25 Haryana State Chess Championship, 2016 held at Bahadurgarh, Haryana

National winner, Books for All Daan Utsav Challenge winner: a digital fundraiser by NGO Guzarish for marginalized kids, 2020

Passionate About

Chess



Vittal Shenoy K

IIM Lucknow, 26 years

Integrity Pragmatic Perseverant

B.E. (Mechanical Engineering)

Work Experience

34 Months

Last Organization

Tata Sikorsky Aerospace Ltd.

Job Title

Executive

Summer Internship

Grasim Industries Ltd.

Key Achievements

Awarded Merit Certificate for being in the top 10% and meeting GP requirement of more than 8.0 in IIM L

Led a team of 10 members in BITS to organize and ran Adventure Zone during all three fests

Responsible for conducting and explaining lab experiments to 120+ students as part of the role of teaching assistant in BITS

Passionate About

Upskilling myself





The program seeks to groom talented individuals with exceptional analytical thinking, strategic management and people skills to be future HR leaders of the Aditya Birla Group.

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VITAL STATISTICS



GENDER DIVERSITY

Females - 64% Males - 36%



WORK EXPERIENCE

0-18 Months - 5 18-48 Months - 6

BUSINESS SCHOOL MIX

MDI - 3	SCMHRD - 2
TISS - 2	XLRI - 4

GRADUATION B. Tech. 6 B.E. 3 M. Tech. 1 B.B.A 1



Ankita Chauhan MDI Gurgaon, <u>26 years</u>

Ambition Punctuality Integrity

B. Tech. (Electrical Engineering)

Work Experience

36 Months

Last Organization

Maruti Suzuki India Ltd.

Job Title

Assistant Manager

Summer Internship

Uber Technologies Inc.

Key Achievements

National 2nd runner-up at ABG HeadstaRt in 2019

Vice Chancellor Bronze medalist in undergraduate program

University Gold medalist in Chess

Passionate About

Reducing my carbon footprint and making the planet greener



Aravind N

XLRI Jamshedpur, 30 years

Integrity Intelligence Enthusiasm

B. Tech. (Computer Science)

Work Experience

46 Months

Last Organization

NPCIL - Nuclear Power Corporation of India Ltd.

Job Title

Scientific Officer/Executive Engineer

Summer Internship

Aditya Birla Chemicals

Key Achievements

Worked in the development of nuclear safety software for Indigenous Indian reactors

Dean's Merit List at XLRI

ABG scholar for both academic years (2019-2020)

Passionate About

Upskilling myself



Ashutosh Parida SCMHRD Pune, 28 years

Humility Integrity Proactiveness

B. Tech. (Mechanical Engineering)

Work Experience

62 Months

Last Organization

Reckitt Benckiser Group Plc

Job Title

Business Analyst (Regulatory Associate)

Summer Internship

Aditya Birla Management Corporation Pvt. Ltd.

Key Achievements

National winner, Aditya Birla Group HeadstaRt in 2019

National semi-finalist, Myntra Stylbiz in 2020

Published research paper titled 'Optimization of the accuracy of automotive parking for the car-type mobile robot' in Applied Mechanics and Materials journal vol. 436 (2013), Trans Tech Publication, Switzerland

Passionate About

Music



E Christine Priscilla MDI Gurgaon, 26 years

Kindness Determination Integrity

B. Tech. (Civil Engineering)

Work Experience

31 Months

Last Organization

Asha Kiran Society

Job Title

HR Associate

Summer Internship

Hindustan Coca-Cola Beverages

Key Achievements

National finalist for Tata Imagination Challenge case study round (out of 1000+ students)

Campus finalist in Wired 3.0 held by Flipkart based on creating an innovation strategy for the organization

Campus finalist in Take Off: HR Case Challenge by Udaan based on sustainable talent pipeline development

Passionate About

Reading



Likhita Yarlagadda XLRI Jamshedpur,

25 years

Honesty Integrity Hard work

B.E. (Computer Science)

Work Experience

22 Months

Last Organization

Pega Systems Inc.

Job Title

Associate Solutions Engineer

Summer Internship

Hindalco Industries Ltd.

Key Achievements

Received Pega 'Admired Value Employee' Award for Best Team Player category in the Pega Systems

Worked as Vice President for Street Cause, a student-run NGO

Received Silver medal in academics - Under Graduation in 2017

Passionate About

Sports, musical instruments, and reading books



Mathura Janani R TISS Mumbai, 26 years

Conscientiousness Diligence Perseverance

M. Tech. (Communication Systems - 5 years Integrated)

Work Experience

22 Months

Last Organization

Tata Consultancy Services Ltd.

Job Title

Assistant Systems Engineer (L1 Cyber Security Analyst)

Summer Internship

RPG Enterprises

Key Achievements

Nominee, Prof. S.R. Panakal Shield for Best Field Work, TISS, Mumbai in 2021

Published paper on 'Mathematical Model for Improper Modulation Based MIMO Transceiver Under PAPC and Imperfect CSI', Global Journal of Pure and Applied Mathematics, SASTRA University, Thanjavur in 2017

Recipient, '1st Class with Distinction' for academic excellence, M. Tech. (Integrated), SASTRA University, Thanjavur in 2017

Passionate About

Reading and writing poetry



Pragati Jain

XLRI Jamshedpur, 24 years

Intelligence Compassion Responsibility

B.B.A. (Finance)

Summer Internship

Bharti Airtel Ltd.

Key Achievements

Campus finalist in the Titan Elevate HR Case Competition among top 6 out of 93 teams

lst runner-up in inter-college case study competition organized by J.D. Birla Institute

Student panelist for the Union Budget 2019 discussion by FINAX (out of 700+ students)

Passionate About

Volunteering to bring upliftment through education



Rajshree Sen SCMHRD Pune, 25 years

Honesty Sincerity Diligence

B.E. (Computer Science)

Summer Internship

Aditya Birla Fashion and Retail Ltd.

Key Achievements

National semi-finalist, Flipkart Wired in 2020 National winner, ABG HeadstaRt in 2019 Lead organizer, Johnson and Johnson Anti-Obesity Walk in 2019

Passionate About

Dance



Soumya Jain MDI Gurgaon, 23 years

Inclusivity Integrity Intuition

B. Tech. (Electronics and Communications Engineering)

Work Experience

08 Months

Last Organization

Heaven Solar Energy Pvt. Ltd.

Job Title

Marketing Officer

Summer Internship

UltraTech Cement Ltd.

Key Achievements

Awarded sponsorship to conduct a research & development project by Dept. of Atomic Energy, Govt. of India

Became chief volunteer of Spandan (NGO) for the diligent efforts towards the empowerment of women & poor

National runner-up (HR) at InsideIIM's Summer Saga in 2020

Passionate About

Art and painting



Sumedh Sahare TISS Mumbai, 25 years

Independent Initiator Confident

B.E. (Mechanical Engineering)

Work Experience

14 Months

Last Organization

Cognizant

Job Title

Programmer Analyst Trainee

Summer Internship

Wipro Ltd.

Key Achievements

Successfully conducted the 1st robotic event 'Sociobotics' in SCOE Pune as a Co-Head leading a team of 10

Planned and executed the annual cultural event 'QuinTISSence' (TISS Mumbai) in record time and budgets with team of 25

Successfully conducted the 1st hip-hop event 'Gully Beats' in TISS Mumbai

Passionate About

Music



Visnu Sasindran

XLRI Jamshedpur, 24 years

Explore Dream Discover

B. Tech. (Mechanical Engineering)

Summer Internship

GlaxoSmithKline PLC

Key Achievements

2-time Gold medalist in Athletics (University): 800m men's track event at Ensemble Valhalla (XLRI's fest) in 2019 and 800m men's track event at XLRI vs IIM C sports competition in 2020

Multiple Awards in 2017 at MUN conferences: Best delegate - Young Leaders' Global conclave, Coimbatore. Best delegate - 360-degree MUN conference, Thiruvananthapuram. Honorable mention - The International Thematic Conference, Hyderabad, Special mention - SRM Ramapuram MUN, Chennai

Team Leader - AIESEC in Coimbatore

Passionate About

Travelling





The program seeks to groom the Group's future financial leaders through challenging financial decision-making assignments across the various sectors in the Group. Top CA rankers are invited and selected after a rigorous assessment process.

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VITAL STATISTICS



GENDER DIVERSITY



WORK EXPERIENCE

Females - 30% Males - 70% 36 months (Articleship)

BUSINESS SCHOOL MIX

ICAI - 10

GRADUATION





Darshan Kucheariya ICAI, 21 years

Aspirational Growth-oriented Ethical

B. Com

Articleship

Mayur & Chhajed Chartered Accountant

Key Achievements

Led the GST Audit team in the very 1st year of the Introduction of GST

Led Revenue Audit team of one of the Public Sector Banks in the 1st year of Articleship

Ranker – AIR 19 in CA Finals

Passionate About

Self-development



Mira Kumar ICAI, 22 years

Passion Excellence Positivity

B. Com

Articleship

Deloitte Haskins and Sells LLP

Key Achievements

Received the 'Green Dot' Award for professional excellence twice from Deloitte Haskins and Sells in 2018 and 2019

Ranked 1st in the 12th grade board exams in the school and certified by CBSE for being among the top 0.1% of successful candidates in Economics, Business Studies, and Accountancy

Ranker – AIR 49 in CA Finals

Passionate About

Dance



Ravi Sharda ICAI, 22 years

Patience Empathy Hard work

B. Com

Articleship

Pathak HD & Associates

Key Achievements

Emerged as one of the winners at Investors' Knowledge Quest Organized by NSE and ICAI (Pune Branch of WIRC) in 2021

Ranked 1st in Advance ITT Presentation in Excel using various customized Macros, Tables, and charts

Ranker – AIR 50 in CA Finals

Passionate About

Stock Market (Nifty Analyst)



Rishab Choudhary ICAI, 22 years

Positivity Persistence Self-confidence

B. Com

Articleship

K.K. & Co.

Key Achievements

Volunteered in COVID Help Cell in Ujjain & Indore Received 'Best Article of the Year' in the final year of Articleship

Ranker – AIR 49 in CA Finals

Passionate About

Self-improvement



Ritik Dua ICAI, 22 years

Passion Positivity Belief

B. Com

Articleship

S. Mann & Co.

Key Achievements

Won 'Good Reader's Gold Award' for 6 consecutive years in school

Won 'Presenter of the Batch' Award by ICAI

Ranker – AIR 32 in CA Finals

Passionate About

Fitness



Roshni Shewaramani ICAI, 21 years

Originality Confidence Self-learning

B. Com

Articleship

M/s Kalani & Co.

Key Achievements

Presented papers on 'Supply under GST' at Jamnagar branch of WIRC and 'ITC under GST -Apportionment & Blocked Credits' at Chandigarh branch of NIRC in front of more than 800 participants at the Students' Conference organized by ICAI in 2019

Saved GST interest liability of approx. 20 Lacs by designing proper systems for deposition of GST according to time of supply (Real Estate)

Secured 1st position in Jaipur across all ICSE schools in X and XII boards

Ranker – AIR 27 in CA Finals

Passionate About

Poetry



Sreeraman V

ICAI, 23 years

Vision Leadership Strategy

B. Com

Articleship

Price Waterhouse Coopers (August 2017 - May 2018) and Grant Thornton (June 2018 - August 2020)

Key Achievements

Selected by the Government of India and visited Japan in November 2014 to represent India in the Japan East Asia Network of Exchange for Students and Youths (JENYSYS) under the Tradition, Art and Heritage category

Ranker – AIR 38 in CA Finals

Passionate About

Contributing towards improvement in the education system



Teena Jain ICAI, 22 years

Dedication Hard work Passion

B. Com

Articleship

Walker Chandiok & Co LLP (Affiliate firm of Grant Thornton)

Key Achievements

All India Rank 45 at IPCC

Achieved the Spot Award of Grant Thornton for going beyond call of duty in 2019

Ranker – AIR 38 in CA Finals

Passionate About

Acquiring new skills



Vedant Sureka ICAI, 22 years

Innovation Conscientiousness Hard work

B. Com

Articleship

S R B C & Co LLP

Key Achievements

Handled the statutory audit of a shipping sector company and assisted in the DRHP filing requirements by the statutory auditor

Handled audit of consolidation adjustments in financial statements of Nifty 50 company

Ranker – AIR 43 in CA Finals

Passionate About

Automobiles



Vishal Gosalia ICAI, 22 years

Learning Persistence Perfection

B. Com

Articleship

Shaparia Mehta Associates LLP

Key Achievements

Successfully led audit of \$100 million Pharma company for 2 consecutive years and presented reports directly to the audit committee

Represented school in Basketball and Football tournaments

Ranker – AIR 19 in CA Finals and 46 in IPCC

Passionate About

Football

YTM Team



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