



**Vineet Nayar**  
**Vice Chairman & CEO**  
**HCL Technologies**

Vineet Nayar is Vice Chairman and Chief Executive Officer of HCL Technologies Ltd. and author of the highly acclaimed management book “Employees First, Customers Second: Turning Conventional Management Upside Down” (Harvard Business Press, June 2010).

He is also an acknowledged management visionary and a radical thinker who architected the company’s “Employees First, Customers Second (EFCS)” strategy, which transformed HCL’s business, starting in 2005. Vineet joined HCLT in 1985 after earning his MBA from XLRI, a leading business management school in Asia. Under Vineet’s leadership, HCLT has been named “Best Employer” in India and Asia by Hewitt Associates.

In 1993, he founded Comnet, where he incubated the Remote Infrastructure Management (RIM) industry, which is today a multi-billion dollar IT outsourcing segment.

Today, Vineet represents HCLT at many prestigious national and international forums. He is a Governor for the ICT Industry and a member of the Global Advisory Board of Women Leader’s and Gender Parity Program at the World Economic Forum (WEF). He is also a Community Partner of the Forum of Young Global Leaders at WEF and has recently served as a ‘Mentor’ (Co-Chair) of WEF’s 2011 Annual Meeting of New Champions conference.

Vineet is a member of board of governors of XLRI and has been the Founder Chairman of NASSCOM’s (National Association of Software & Service Companies) Forum on RIM.

Vineet has not restricted his value driven leadership to the corporate world. He established a non-profit organization called SAMPARK in 2004.

Vineet holds a graduate degree in mechanical engineering and a master’s in business administration and he spends his spare time reading management strategy and writing.