



Rajesh Padmanabhan

Rajesh Padmanabhan is an accomplished corporate executive, board advisor & start-up entrepreneur. He brings more than 30 years of operating and consulting experience across industries in IT services, manufacturing, hospitality, mining and metals, banking, and infrastructure. Padmanabhan has successfully built and led diverse teams across North America, Latin America, Europe, Africa, Middle East, SE Asia and APAC, and has a successful track record of driving digital transformation. At The ExCo Group, he mentors CEOs and emerging C-suite executives in banking, industrial & technology sectors.

In addition to his work with The ExCo Group, Padmanabhan is Founder and CEO of Talavvy, a business transformation lab which provides advisory solutions and services using research, simulation, prototyping, validation and deep testing in the areas of digital acceleration, people and culture change, marketing, communication, and leadership.

Previously, Padmanabhan was Director and Group CHRO at Welspun Group. During his time as Group CVP- Business Consulting & CHRO at Capgemini, Padmanabhan received a UN award for building world class diversity and inclusive practices. His other prior leadership roles include Group CHRO at Vedanta Resources Limited, EVP & Global CHRO at IGATE, EVP- Group HR & OCLD (Oberoi Centre for Learning & Development) at The Oberoi Group, and Global CHRO at Essel Propack.

Padmanabhan started his career at ICICI Bank, handling systems on mainframes. He took on increasing responsibilities at ICICI including corporate banking, running P&Ls, and conducting new institutional business of SME, and eventually became VP- SAP Consulting & Data Warehousing.

Padmanabhan holds a Double Masters in Human Resource & Finance from the University of Mumbai. His hobbies include cricket, motorcycles, and research. He is based in Mumbai, India.

