



# Indian Family Office Thought Leaders 2025

Presenting Partner





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Message From

# Founder



## Aditya Gadge

Founder  
Priwexus | Equalifi

It gives me great pleasure to welcome you to the second edition of the Indian Family Office Thought Leaders List—a tribute to the exceptional individuals shaping the future of family offices in India.

When we launched this initiative in 2023 in partnership with Multi-Act, our goal was simple yet powerful: to shine a light on the visionaries whose work has elevated the family office ecosystem through bold thinking, deep expertise, and a commitment to legacy. The overwhelming response to the inaugural edition reaffirmed just how important it is to recognize and celebrate those driving meaningful change in this space.

This year, we continue that journey.

The 2025 list reflects not only sustained excellence but also the growing maturity and depth of the family office landscape in India. These thought leaders whether as trusted advisors or as members of business families themselves are guiding the evolution of the family office space. They are helping navigate complexity with clarity, shaping resilient investment strategies, strengthening governance frameworks, and most importantly ensuring that values grow alongside wealth.

Each name on this list represents a story of leadership, stewardship, and trust. And together, they represent a movement: toward more intentional, informed, and impactful family office leadership.

I hope this initiative continues to serve as a source of inspiration for both seasoned professionals and emerging leaders in the space. Let us celebrate these achievements and recommit to building a collaborative, forward-looking community that uplifts every family enterprise it touches.





Congratulations to all those featured in this list. You are setting the standard, and we're proud to honor your contribution.



# AS A FAMILY OFFICE, DO YOU FACE THESE INVESTMENT CHALLENGES?

- ▲ Pressure to invest perpetual wealth
- ▲ Prevent permanent loss of capital
- ▲ Allocate across assets and geographies
- ▲ Overload of investment ideas
- ▲ Keep investment costs low
- ▲ Conflicted interest of your advisors

Multi-Act has been helping Family Offices address these challenges successfully for 25 years by creating bespoke investment solutions.

Connect with us on    

#### Statutory Disclosures:

RIA Name: Multi-Act Trade and Investments Private Limited

Type of Registration: Non-Individual | RIA Registration number: INA000008589 (Validity: Perpetual)

CIN: U65920MH1997PTC109513 | BASL Membership ID: 1398 | Regd. Office: Ground Floor, ICC Chambers I, Saki Vihar Road, Powai, Mumbai - 400 072, Maharashtra. 022-61408989

Statutory Disclaimers: Investment in securities market is subject to market risks. Read all the related documents carefully before investing. Registration granted by SEBI, membership of BASL and certification from NISM in no way guarantee performance of the intermediary or provide any assurance of returns to investors.

## *India's single family offices: coming out of the shadow of the business!*

It wasn't too long ago that most business families in India made do without a family office. Decisions about investments, succession, or governance were made as time allowed, often instinctively, and occasionally with the help of a trusted accountant or a friend who understood the markets.

Something changed less than a decade ago.

Many first-generation entrepreneurs, having built large businesses in record time, started setting up professional family offices. Their experience of having built empires within just a couple of decades taught them one thing: getting professionals to do what they do best, pays! And ever since then, family offices have taken off. More business owners have followed suit, and in the last five years alone, family offices have mushroomed. By our estimates, around 300 are now stepping forward to participate in their own right.

As more families look beyond succession to long-term stewardship, the family office is emerging as a strategic anchor - managing not just the capital, but also the family, its engagement with the business, and at times even the management team. It helps create a framework for making business and capital decisions that endure across generations.

This report is a timely reflection of that transition. It brings together voices that are shaping the space in different ways from families and their office teams to experts helping build strategies around investments, succession, and governance. Together, they are laying down institutional frameworks from the ground up and navigating the complex intersection of capital, relationships, and legacy.

At Multi-Act, we believe a well-run family office isn't defined by complexity; it's anchored in conviction. It's the cockpit from where families bring structure to decisions, capital discipline, and alignment between intent and outcomes. The ones who get this right aren't always the ones with the largest balance sheets - they're the ones willing to take a stand and build a legacy that could last a hundred years or more.

My compliments to the Equalifi team for striving to create an ecosystem that encourages dialogue and collaboration. I hope this report sparks thought, invites honest reflection, and above all, encourages more families to approach wealth as something to be understood, aligned, and led with purpose.



## Ashutosh Bishnoi

Director  
Multi-Act



# Categories

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## Family Office Gen-Now

A purpose-led family business leader who blends experience with empathy, driving meaningful transformation while honoring the legacy. With a deep understanding of the family's values and vision, they are shaping the family office today with pragmatism, care, and long-term thinking.

### Family Office Advisor

A trusted and strategic guide, leveraging expertise in business succession, governance, and wealth preservation to empower family enterprises in navigating complexities, fostering continuity, and achieving long-term prosperity across generations.

## Family Office Gen-Nex

A new-generation family member who brings fresh perspective, entrepreneurial energy, and a deep respect for legacy stepping into leadership with curiosity, innovation, and a clear commitment to building the future of the family office.

### Family Office Philanthropy

An individual whose passion for purposeful giving has created meaningful change leveraging their unique position to align family values with impact, and championing a vision of philanthropy that is thoughtful, inclusive, and built to endure.

# Family Investment Office

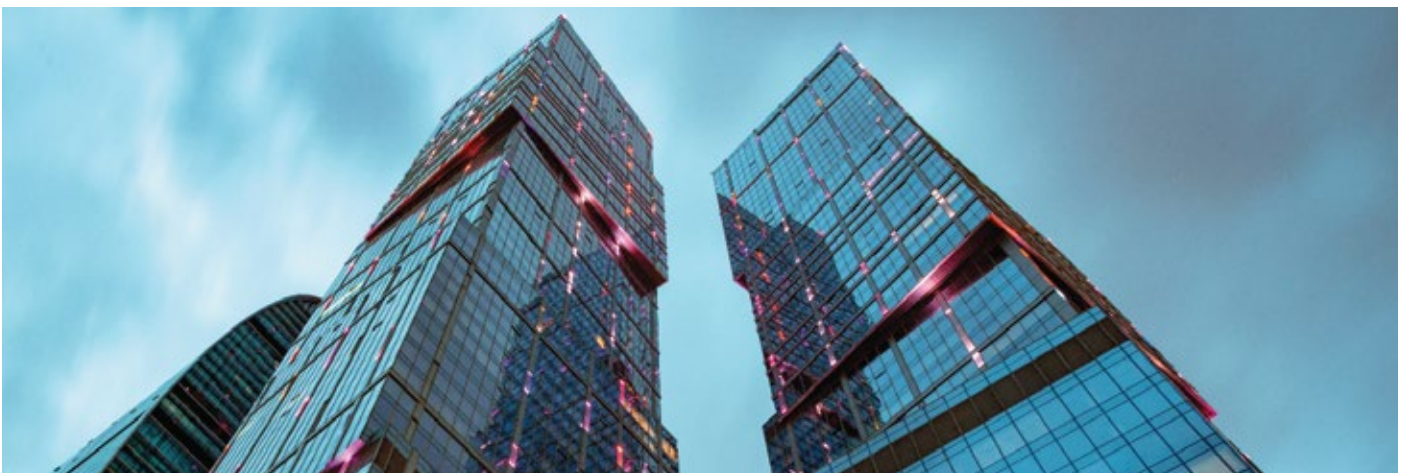
An individual stewarding the family's capital with strategic foresight, disciplined execution, and a long-term view leading investment decisions that not only grow wealth but also align with the family's purpose, priorities, and legacy.

## Family Office Mentor

A seasoned and wise guide whose experience and perspective empower the next generation of family office leaders offering invaluable insight on navigating family dynamics, stewardship, governance, and purpose-led wealth.

# Family Office CIO

An astute investment leader who steers capital with precision and foresight blending market intelligence, diversification, and alignment with family priorities to ensure sustainable, multi-generational financial performance.



# Methodology

The methodology for selecting Indian Family Office Thought Leaders of 2025 involved a comprehensive and rigorous process to evaluate and recognize outstanding performance, innovation, and excellence within the family office sector.

## Nomination Process

Various stakeholders of the family office ecosystem nominated themselves on the basis of overall contribution to this segment and/or specific achievements, innovative practices, or overall excellence in wealth management, governance, philanthropy, and other relevant areas.

## Qualification Criteria

In addition to professional performance and other factors relevant to family office excellence, one criteria that the organizing team and jury were very sure of was overall impact on the family office ecosystem. This essentially included the selfless efforts made for the larger community outside one's own work requirement.

## Independent Evaluation

Priwexus formed an independent panel of 10 including global family office experts and some of India's most prominent family office principals. A pool of another 10 industry experts from non-competing fields was formed to independently evaluate the nominees.

## Scoring System

We implement a scoring system to objectively evaluate nominees based on predetermined criteria. This involved assigning numerical scores to different aspects of a nominee's performance, with the option for qualitative assessments as well.

## Benchmarking Against Industry Standards

We benchmarked nominees against global family office best practices and standards to ensure that those who are shortlisted not only exemplify exceptional performance but also adherence to industry norms and ethical standards.

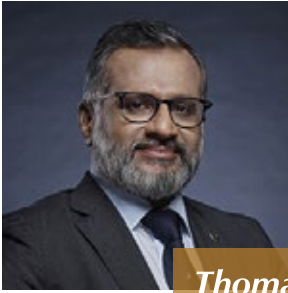
## Confidentiality & Security

To maintain strict confidentiality throughout the evaluation process and to protect sensitive information Priwexus created an anonymous and unconnected Jury. Secure system protocols were implemented to safeguard the integrity of the list and maintain high standards.



# Indian Family Office Thought Leaders 2025

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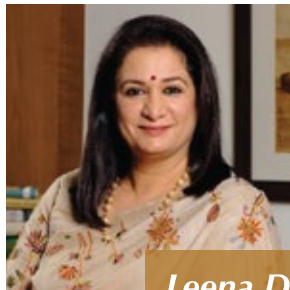
*Thomas John Muthoot*

Chairman  
Muthoot Pappachan  
Group (MPG)



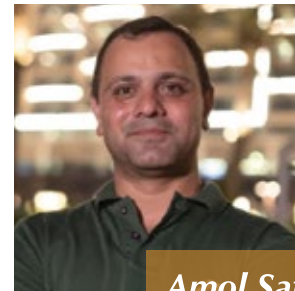
*Rishabh Mariwala*

Managing Partner  
Sharrp Ventures



*Leena Dandekar*

Founder & Principal  
Raintree Family Office  
and Raintree Foundation



*Amol Sathe*

Head - Global Investments  
Mephezalea



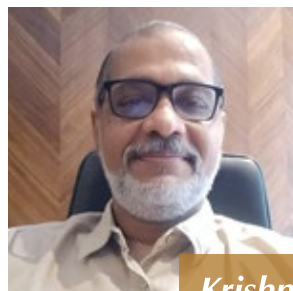
*Sanjay Mehta*

Founder  
Mehta Ventures, 100X.VC



*Shailesh Haribhakti*

Vice Chairman  
GOVEVA Consulting Pvt. Ltd.



*Krishnan N*

Family Business Advisor

## Family Office Gen-Now

### Thomas John Muthoot

*Chairman*

*Muthoot Pappachan Group (MPG)*



Thomas John Muthoot serves as the Chairman of the Muthoot Pappachan Group (MPG also known as Muthoot Blue), a business conglomerate with a 137-year legacy that spans trading, retail, and retail finance. Known affectionately as Johnie, he represents the third generation of leadership in the family business, having been deeply involved since his school days. He succeeded his father, the late Mr. Muthoot Pappachan, the Group's Founder, and has led the company for over three decades.

MPG's operations are varied and include sectors such as Retail Financial Services, Hospitality, Real Estate, Automotive, and Power Generation. Under John Muthoot's guidance, the group also commits to significant social initiatives, including children's cleft surgery and a football academy for the low-income children.

John Muthoot champions the importance of human capital and is dedicated to financial inclusion and the upliftment of the economically underprivileged, aiding them in achieving their aspirations.

He also holds the position of Chairman & Managing Director at Muthoot Fincorp Ltd (MFL), MPG's flagship entity. MFL, with its network of over 3700 branches nationwide, with 27000 Muthootians serves more than 125,000 customers daily. The company offers a broad spectrum of financial products and services, including Gold Loans, Small Business Loans, Loan Against Property, and many others, functioning as a one-stop financial solutions partner for the low-income households.

John Muthoot believes in the transformative power of new-age technology for business efficiency and customer satisfaction. His leadership has steered the group towards partnerships and investments in tech-driven startups, focusing on innovation and customer-centric solutions.

An alumnus of Harvard Business School, John Muthoot is an esteemed figure in various business circles, including the CII and the Kerala Management Association. He is the Chairman of the CII Southern Region and in recognition of his entrepreneurial talent in hospitality and of his professionalism in management, the Federation of Hotel and Restaurant Association of India (FHRAI) had honoured him with the prestigious "Young Hotel Entrepreneur Award" for the year 2006. He was recently awarded the prestigious 'Businessman of the Year' by Dhanam Magazine, a leading Business publication.

Born on June 7, 1962, Johnie is married to Preethi, an entrepreneur and owner of the highly acclaimed heritage restaurant, Villa Maya, among other business ventures. The couple has two children: Thomas Muthoot John, Executive Director of Muthoot Microfin & Head of Strategy – Muthoot FinCorp ONE is actively engaged in the growth and business of MPG, and Susan, a medical doctor specializing in Oncology at Cambridge, UK.



## Family Office Gen-Nex

### Rishabh Mariwala

*Managing Partner*

*Sharrp Ventures*

Rishabh Mariwala is a second-generation entrepreneur and investor, currently at the helm of Sharrp Ventures, the Mariwala Investment Office. A graduate of the Zarb School of Business at Hofstra University, New York, he has further honed his expertise through executive programs at leading global institutions.

In 2010, Rishabh embraced entrepreneurship to gain a holistic understanding of business management. He launched Soap Opera, a brand catering to the masstige and luxury consumer segment. His passion for innovative product formulations and deep consumer insights led to the creation of PureSense in 2016, a premium skincare line focused on luxury and sustainability. Given his early stage and operational experience Rishabh founded Sharrp Ventures in 2015. He led investments in industry-defining companies such as Nykaa and Mama Earth. While these are some of the winners, the firm's venture capital arm specializes in early-stage consumer businesses, leveraging India's dynamic startup ecosystem and global best practices. Today, Sharrp invests across public markets, private equity, and venture capital, consistently delivering top-decile returns across asset classes

With a well-rounded perspective across entrepreneurship, investing, and operations, Rishabh brings deep strategic insights into both digital and offline businesses. His achievements have been recognized with the ET 40 Under Forty award in 2021. Rishabh is on the board of Marico and Kaya Skin Clinic as well.





## Family Office Philanthropy

### Leena Dandekar

*Founder & Principal*

*Raintree Family Office and Raintree Foundation*

Leena Dandekar's journey is not merely one of professional growth—it is a transformation of purpose. From leading within the corporate corridors to reimagining the future through regenerative philanthropy, her path reflects a singular driving question: **What will we leave behind for the next generation?**

Having been an integral part of the Camlin family's industrial legacy, Leena spent years navigating the corporate world with strategic clarity and operational excellence. But it was her growing engagement with rural communities in India, where vulnerability, ecological degradation and mental health intersect, that catalyzed a deeper calling.

It was no longer just about capital, but about commitment, care and conviction.

**"Step out of your comfort zone, listen and commit to change that outlives you,"** she often says—a mantra that now defines her life's work.

Leena's journey toward impact began with field visits that revealed an urgent balance between human well-being and environmental sustainability. The interconnectedness of social justice, economic inclusion and ecological stewardship struck her deeply.

These were not separate problems, but deeply connected issues that needed thoughtful, long-term solutions. This realization gave birth to two arms of her mission:

Raintree Family Office and Raintree Foundation —working in synergy to create systems change through purpose-led capital and participatory philanthropy.

**Raintree Family Office** embodies Leena's belief that capital must serve a higher purpose. Its investment strategy is rooted in long-term thinking, deep research and value alignment, ensuring that returns go beyond the financial. For Leena, capital is a catalyst for scalable, inclusive impact—a tool to reimagine and rebuild.

Through place-based, regenerative development, **Raintree Foundation** brings Leena's vision to life. Focused on building climate-resilient communities, restoring ecosystems, ensuring water security and supporting mental well-being, the Foundation works from the ground up—literally and figuratively. The flagship work in Velhe, Maharashtra, embodies the principle of "one piece of the Earth at a time"



### A Family Legacy in Motion

In Leena's vision, she's not alone. Her children, Abha and Vivek are key partners in advancing the mission. While Abha brings a human-centered focus on mental health and resilience, Vivek bridges strategic alignment between investment and philanthropy. Together, they've cultivated a "nesting circle" philosophy, where sustainability, climate action and circularity are deeply interlinked.

The Dandekar family's commitment is firm and their purpose to renew and restore "Dignity and Well-being for Planet and People" is carried out in a phased manner, by geographically focusing on one piece of Earth at a time.





## Family Investment Office

### Sanjay Mehta

Founder

Mehta Ventures, 100X.VC

Sanjay is a serial entrepreneur turned prolific investor, known for backing startups like OYO, Box8, and FabAlley at very early stages. With over 350+ direct investments, he has emerged as one of India's most recognised angel investors and now leads the strategic vision for Mehta Ventures and 100X.VC. He nurtured the family over time as a younger generation joined in the US and India.

#### About Mehta Ventures

Mehta Ventures is an independent, privately owned boutique family investment office that specialises in early-stage startup investments & private investments across India and globally. With roots in entrepreneurship and deep connections in the technology and investment landscape, Mehta Ventures brings more than capital to the table. It offers functional expertise, a powerful global network, and a track record of identifying high-growth ventures.

The office has funded over 400 companies directly and through sponsored funds, making it one of the most prolific and respected early-stage investment entities in India.

Today, Mehta Ventures is more than a family office; it is an incubator of ideas and an accelerator of founders with conviction. It backs sector-agnostic startups with a preference for Deep Tech, Consumer Internet, Enterprise B2B, and Consumer Brands. This approach has led the Mehtas to back some of the world's most exciting ventures well before they became household names.

#### The Mehta family office's standout portfolio includes seven unicorns that exemplify their investment acumen:

**Block.one:** The company behind EOS.IO, one of the most significant blockchain infrastructures.

**CoinDCX:** India's leading cryptocurrency exchange, becoming a unicorn in 2021.

**Zepto:** A fast-growing instant grocery delivery startup that has revolutionised the Indian quick-commerce space.

**OYO Rooms:** One of India's earliest unicorns, now a global hospitality player.

**Heart Aerospace:** A Swedish electric aircraft manufacturer, transforming sustainable aviation.

**SpaceX:** Elon Musk's aerospace giant is disrupting global space transportation.

**Liquid Death:** A disruptive canned water brand from the U.S., merging wellness with punk branding.

These investments span geographies and sectors, showing the Mehtas' foresight and willingness to bet on bold ideas.



### **Sponsored Funds:**

100X.VC is a SEBI-registered CAT 1 AIF fund sponsored by Mehta Ventures. It is the first institutional investor in India to use iSAFE notes and is known for its high-velocity approach to investing in early-stage startups.

Zam VC, on the other hand, is a U.S.-domiciled fund that backs South Asian founders building for global markets. It seeks to capture the global ambitions of founders coming from India and the broader South Asian diaspora, helping them scale globally with capital and Silicon Valley mentorship.

These two funds reflect Mehta Ventures' dual vision: deeply rooted in Indian startup ecosystems, yet globally ambitious in scope.



## Family Office CIO

### Amol Sathe

*Head - Global Investments*

*Mephezalea*

Amol Sathe joined the Single Family Office (SFO) of the Aga and Pudumjee Family of Thermax Ltd in April 2012, and he has been with the Family ever since. He attributes his success as a family office professional to the 13 years he has spent with the family.

By qualification, Amol is a Certified Financial Planner and holds a global qualification in International Trust Management, conferred by STEP and the University of Manchester. He is currently working as the Chief Investment Officer in the SFO as well as MFO, managing a truly global portfolio comprising various asset classes spread over 4 continents and 6 currencies. His responsibilities towards this global portfolio include strategic asset allocation, geographical allocation, tactical rebalancing, opportunistic investing and management information system.

He joined the Thermax family office as the 3rd employee and started working on a wide variety of areas such as investment MIS, RBI compliances, accounting entries etc. 3: Some of the critical work Amol has handled so far includes:

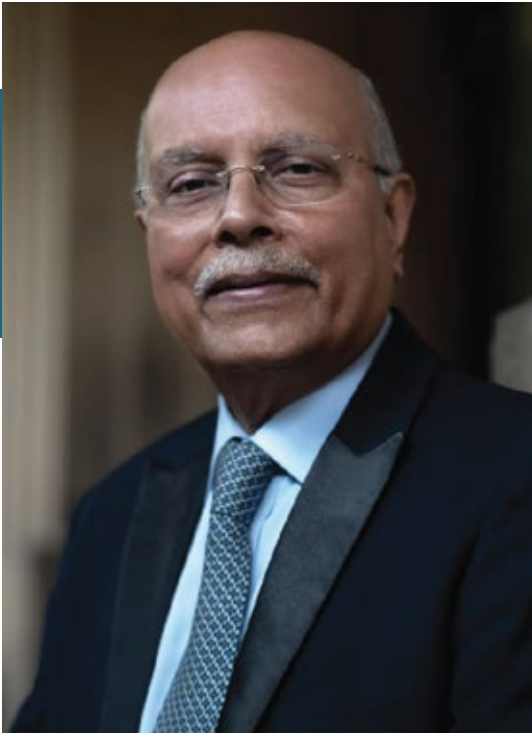
Creation of 2 trusts to settle the business assets of the Family (Thermax stake).

Creation of the SFO team and more trusts to settle the private wealth of the Family. Amol worked on this project in the areas of asset transfers from individuals to the trusts.

Establishment of the Family Office's overseas arm in Dubai. Amol was an integral part of this whole project and worked on all investment related aspects of the Dubai company. This move opened the doors for him to the vast arena of Investment opportunities outside India. The SFO had been investing in overseas markets before this, but the quantum was small (as the LRS limits were not significant). But through Trust structuring, it could avail of more ways to remit larger amounts outside India, and then it became a significant investing activity – the Overseas Portfolio, an elaborate structure in Singapore with a Trust, a Private Trusteeship Company and 2 Fund Companies. In one of them, the SFO remitted a very large amount through the ODI route with prior approvals from RBI. In the other company, the SFO transferred all assets held by the Dubai company. Amol was instrumental in this whole exercise, right from the conceptualization, actual structuring, trust formation, formation of asset holding companies, RBI approvals and finally the cross-border asset transfers from Dubai to Singapore. This whole project gave Amol a vast hands-on experience of handling complex investment and legal matters in a Single Family Office. Today, the SFO has a 5-member working out of its Singapore office. Amol oversees both India as well as Singapore portfolio. While Singapore is the conduit for the SFO's overseas investments, the portfolio has exposure to 4 continents.

Setting up a Multi-Family Office for advising other Family Offices. In the last 3 and a half years, the team has onboarded 17 Indian Families on its MFO platform. 2024: The MFO also has received the Capital Markets Services (CMS) license in Singapore from the Monetary Authority of Singapore and has become a licensed Fund Manager in Singapore. Now, the Indo-Singapore corridor is complete and is accessible by the MFO clients. The MFO has established a separate fund management company in Singapore as well as a VCC vehicle for our Indian clients to invest through. Amol is the Chief Investment Officer and a shareholder-director on the MFO entity as well, and provides his SFO experience and expertise to the clients through the MFO entity.





## Family Office Mentor

### Shailesh Haribhakti

*Vice Chairman*

*GOvEVA Consulting Pvt. Ltd.*

Shailesh V. Haribhakti is a globally recognized thought leader, serial innovator, and sustainability evangelist. A pioneer in Environmental, Social, and Governance (ESG) principles, Shailesh has dedicated his life to addressing two of humanity's greatest challenges: inequality and climate change. His visionary leadership spans five decades, during which he has transformed industries, redefined governance, and championed exponential technologies to foster sustainable development.

#### Early Life and Academic Excellence

Born into a nurturing and loving family, Shailesh exhibited exceptional intellectual curiosity from a young age. His academic journey began with distinction, as he topped the country in the Indian School Certificate (ISC) examination in 1971. He further excelled during his time at Sydenham College and Lala Lajpat Rai College, consistently securing top ranks. By the age of 22, Shailesh had already qualified as a Chartered Accountant and Cost Accountant, earning accolades for his outstanding academic achievements.

His early career took him to Arthur Young & Co. in Chicago, where he became the first Certified Internal Auditor of India and was recognized as a top performer in the firm's entry class. During this time, he gained invaluable exposure to global best practices in auditing and systems, including leading the audit of McDonald's Corporation.

#### Professional Journey

Returning to India in 1980, Shailesh embarked on a career defined by innovation and excellence. His early engagements as a visiting faculty member at IIM Ahmedabad allowed him to shape the minds of future leaders. Over the years, he became a trailblazer in governance, serving on the boards of over 100 leading organizations.

Shailesh founded and grew his own firm, achieving an extraordinary 2000x expansion. His tenure as Chairman of global accounting networks such as BDO, Baker Tilly, and Moores Rowland exemplified his leadership capabilities. In 2018, he pivoted his focus to sustainability, teaching himself Physics, Chemistry, and Biology to better understand the principles of exponential technologies and environmental stewardship.

#### Current Roles

Today, Shailesh serves as Chairman of Shailesh Haribhakti & Associates and holds leadership positions across industries, including education, technology, clean energy, and financial services.

### His current roles include:

Vice Chairman of GOVEVA Consulting Pvt. Ltd.

### Non- Executive Chairman of:

- Aakash Educational Services Ltd.
- Bharat Clean Rivers Foundation.
- Continuum Green Energy Pvt Ltd.
- IBS Fintech India Pvt Ltd.
- Mirae Asset Investment Managers (India) Pvt Ltd.
- Planet People & Profit Consulting Pvt Ltd.
- Protean e-Gov Technologies Ltd.
- Stair Digital Pvt Ltd.
- YCWI Green Solutions Pvt Ltd.

### Director of:

- Adani Total Gas Ltd.
- Bajaj Electricals Ltd.
- Brookprop Services Pvt Ltd (A Brookfield REIT).
- Cynergis Infotech India Pvt Ltd.
- Future Generali India Insurance Company Ltd.
- Future Generali India LifeInsurance Company Ltd.
- Rapidue Technologies Pvt Ltd.
- Swiggy Ltd.
- TVS Motor Company Ltd.

### Past Roles

#### Chairman:

- NPS Trust (2015-2017) – constituted by The Pension Fund Regulatory & Development Authority (PFRDA).
- Western India Regional Council (WIRC), Institute of Chartered Accountants of India (ICAI)
- Financial Planning and Standards Board (FPSB – India)

#### President:

- Indian Merchants' Chamber (IMC)
- Rotary Club of Bombay (July 2014 – June 2015)
- Institute of Internal Auditors (IIA), Bombay Chapter.
- Bombay Management Association (BMA)



### Advisory Boards of:

- Aquakraft Projects Pvt Ltd.
- Board Stewardship
- Gaja Advisors Pvt Ltd
- Global Parli
- Institute of Risk Management - India Affiliate
- ITM Skills University
- WOTR
- Yuva Unstoppable



## Director of:

- Securities and Exchange Board of India (SEBI)'s Committee on Disclosures and Accounting Standards and Takeover Panel
- International Accounting Standards Board (IASB)'s Standards Advisory Council.

## Advocacy and Achievements

Shailesh is renowned for his groundbreaking contributions to ESG and sustainability, including introducing Integrated Reporting and pioneering pathways to achieve “Net Zero.” His leadership in CSR, governance, and sustainability committees has earned him prestigious accolades such as the Vivekananda Sustainability Award (2022), the Global Competent Boards Designation, and an honorary Doctor of Letters from ITM University.



## Publications and Innovations

A prolific author, Shailesh has co-authored four influential books: Digital Professional, Audit Renaissance, ESG, and AI Auditing. These works reflect his forward-thinking approach to governance, technology, and sustainability. He is also actively pioneering the use of Artificial Intelligence to drive transformative change in several organizations.

## Vision for the Future

Guided by the philosophy of Vasudhaiva Kutumbakam (the world is one family), Shailesh's mission is to radically improve governance across 5,000 boards worldwide. He is currently developing a future-oriented content library to inspire innovation and collaboration. His focus on enhancing curiosity, gratitude, and love continues to shape his unique and impactful leadership style.

## Vision for the Future

Shailesh is deeply grateful for his loving family of nine, whose unwavering support fuels his relentless pursuit of global peace, sustainability, and productivity for all humanity.





## Family Office Advisor

### Krishnan N

*Family Business Advisor | Organization Development Consultant  
Leadership Coach*

Dr. Natarajan Krishnan brings over 30 years of extensive experience across diverse industries including Infrastructure, IT, Consulting, Manufacturing, and Engineering, both in India and internationally. Having held leadership positions at renowned companies like TVS, Wipro, DELL, and GMR, he transitioned from a successful 20+ year corporate career to become a full-time independent management consultant. His practice is uniquely centered on Organization Development and Family Business Management.

#### A Leading Authority in Family Business Advisory

Dr. Krishnan is a highly sought-after Family Business Advisor, having successfully guided over **80 family businesses** across India and neighboring countries. His deep understanding of the unique dynamics within family enterprises allows him to provide invaluable support in critical areas:

- **Family Constitution & Governance:** He excels in enabling families to create robust family constitutions, establishing clear frameworks for governance, succession, and conflict resolution, thereby ensuring long-term stability and growth.
- **Amicable Family Settlement & Mediation:** Dr. Krishnan is a certified mediator from the Indian Institute of Arbitration Management (IIAM), leveraging his expertise to facilitate effective mediation and achieve amicable settlements in complex family business disputes.
- **Succession Planning:** He coaches senior management executives and family business members in essential leadership skills, culture & business transformation, and emotional intelligence, all critical components for seamless succession planning.

#### Core Expertise & Impact:

Dr. Krishnan's multifaceted expertise encompasses:

- Strategic HR
- Performance Management
- Talent Management
- Culture Transformation
- Leadership & Organization Development
- Change Management



He has partnered with leading consulting organizations such as PWC, Ernst & Young, Korn Ferry, and McKinsey on initiatives related to Family Business Advisory, Talent Management, Job Evaluation, Leadership Development, and Organization Culture Building. His OD related work spans a wide array of prominent companies including CISCO, Infosys, Cognizant Technology, Wipro, CYIENT Technologies, IL&FS, Honda Motorcycle and Scooters Ltd, GRT, Suguna, Kotak Mahindra, RAMCO, HSBC, Amway, CIPLA, ICICI, AIRTEL, Schneider Electric, Suzlon, and Interface Microsystems.

### **Professional Certifications:**

Dr. Krishnan's commitment to continuous learning and professional excellence is underscored by his impressive array of certifications, particularly those relevant to family business advisory:

**Certified Family Business Advisor** from Business Family Foundation, Montreal, Canada.

**Advance Certification in “Family Governance”** from Family Firm Institute, Boston.

**Certified Emotional Intelligence Trainer and Coach** for Family Business and Leadership Team members.

**Certified Mediator** from the Indian Institute of Arbitration Management (IIAM).



Equalifi

# FAMILY OFFICE LEADERS COHORT 2025

(JULY - DECEMBER)

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The “Family Office Leaders Cohort” is a first-of-its kind “Learner to Practitioner” initiative designed to equip current and aspiring family office professionals and advisors with the strategic knowledge, relevant tools and templates, leadership skills, global insights and industry collaborations needed to make a successful career in the family office domain.



*More Details Here*



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