

Rajesh Padmanabhan

CEO
Talavvy Business Catalysts

Former CHRO
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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, the 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 the banking, industrial, and technology sectors.

In addition to his work with The ExCo Group, Padmanabhan is the Founder and CEO of Talavvy, a business transformation lab that 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 the Director and Group CHRO of 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 for SMEs. He eventually became VP of SAP Consulting & Data Warehousing.

Rajesh holds a Double Master's in Human Resources and Finance from the University of Mumbai. His hobbies include cricket, motorcycles, and research. He is based in Mumbai, India.