



Confederation of Indian Industry

CII School Education Delegation to the United Kingdom

17th – 24th January 2016

Delegation Members

No.	Name	Title	Designation
1	Harpal Singh	Mr	Head of Delegation: Chairman Emeritus, Fortis Healthcare (India) Ltd. & Chairman CII National Committee on School Education
2	Shashank Vira	Mr	Delegation Leader: Partner, The Hearth Education Advisors
3	Zelmira Koch Polk	Ms	Partner, The Hearth Education Advisors
4	Anamika Kalia	Ms	Deputy Director, Confederation of Indian Industry (CII)
5	Anirudh Gupta	Mr	CEO, D.C.M Group of Schools
6	Anshul Pathak	Mr	Vice Chairman, DPS Ghaziabad
7	Nellie Ahmed Tanweer	Ms	Founder & Managing Trustee, Maria's Public School
8	Mukesh Kumar Gupta	Mr	Vice President, Maruti Suzuki India Ltd
9	CS Raju	Mr	Executive Director – Human Resource, Maruti Suzuki India Ltd
10	Vandana Chawla	Ms	Principal, New Era Public School
11	Sushil Dutt Salwan	Mr	Trustee, Salwan Education Trust
12	Ravinder N Masaldan	Dr	Director, HRD, IT & Projects, Salwan Education Trust
13	Michael Williams	Dr	Dean, Mount Carmel Institutions
14	ABS Sidhu	Mr	Director Principal, Saupin's School, Chandigarh
15	Sewa Singh Bhumra	Mr	Chairman, St. Cecilia's Public School
16	Saroop Singh Bhumra	Mr	Director, St. Cecilia's Public School
17	Manika Sharma	Ms	Director, The Shri Ram School

Brief profiles of the delegation members (as given by themselves) are enclosed in the next few pages

Harpal Singh

Head of Delegation: Chairman Emeritus, Fortis Healthcare (India) Ltd. & Chairman CII National Committee on School Education

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Harpal Singh has wide ranging experience in the Corporate and Social sectors and has held leadership positions in the Automobile, Consumer Products and Healthcare sectors. He was Non Executive Chairman of India's largest Pharmaceutical Company, Ranbaxy and is currently the Mentor and Chairman Emeritus of Fortis Healthcare.

Whilst chairing the Impact Group, he sits on the Board of Fortis Healthcare Limited, Religare Enterprises Limited, Religare Technologies Limited, Fortis Clinical Research Limited and Super Religare Laboratories Limited. He is associated at the Board level with some of India's most renowned schools which include the Doon School, the Scindia School, the Yadavindra Public School and Salwan Schools where, he is Vice Chairman of the Trust. He is also a member of the National Round Table on School Education. He is a member of the Board of Governors of IIT, Indore as also of the NIIT University. He is a member of India-UK Round Table, India-US Strategic Dialogue and of the Public Health Foundation of India.

He is Founder Chairman Trustee of Nanhi Chhaan and Chronic Care Foundations. Nanhi Chhaan Foundation focuses around the girl child, women's empowerment, tree plantation and environment issues and secularism. Mr. Singh is Chair of INDIA800 Foundation, India Office. He is currently the Chairman of the Save the Children, India and is also a Director of the Global Board of Save the Children International.

Harpal Singh, graduated with a B.A. (Honors) degree in Economics from St. Stephen's College, Delhi and holds a B.S. degree in Economics and a Master's degree in Public Affairs from the California State University at Hayward (C.S.C.H.), California, U.S.A.

Shashank Vira

Delegation Leader: Partner, The Hearth Education Advisors

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Shashank Vira is a Founding Partner at The Hearth Education Advisors.

Shashank was the Managing Director & CEO of Copper Beech prior to setting up the Hearth Advisors. The Copper Beech group has private equity investments in the UK, India and Romania, with specific interests in lifestyle, education, environment, sports, tourism, healthcare, sustainable living, and infrastructure. Before that, Shashank was the Country Head – India & Chief Operating Officer for GEMS (Global Education Management Systems), where he established a chain of high quality international schools, on the owned and the managed models. He spent several years on developing education infrastructure, including financing and technology, including being Sector Head at IDFC (Infrastructure Development Finance Company), and Head of Schoolnet Research at IL&FS (Infrastructure, Leasing and Financial Services Ltd). At IDFC, Shashank established financing models for K12 and Higher Education that were adopted by most leading financial institutions in India and led much of the non-governmental financing of higher education. While working with ITC in the corporate sector, he also held the dual position of being Head of Research, Development & Consultancy at the Council for the Indian School Certificate Examinations. This was a consequence of his deep involvement with education, which has included teaching at the Doon School, Wellington College, Lady Shriram College and SOIL, and being a Visiting Scholar at the University of Cambridge. He began his professional career as a management trainee at Unilever.

Shashank has been closely associated with curriculum reform and pedagogical innovations at the high school and undergraduate university levels in India and the UK. He led a project to reform the Indian

school curriculum at the Council for the Indian School Certificate Examinations. He has advised MHRD (Govt. of India), the Commonwealth of Learning, UCLES & CIE, the World Bank, ILO and IFC (W). He has extensive expertise in Indian curriculum structures (the National Curriculum Framework and the CBSE/CISCE curriculum) as well as international curricula.

His work in education has also included advising the Govt. of Jamaica in its Reform of Secondary Education project, and in developing a Technology in Education policy for the Govt. of Brunei. In addition, he is a firm supporter of private, self-funded, viable education institutions. He has financed education (IDFC), set up and managed international institutions (GEMS and others), run education enhancement and training programmes (IL&FS), developed public-private partnerships in education (IDFC and IL&FS), led multilateral funded projects (World Bank and COL), developed project plans and market studies for educational institutions and been on the board of governors/advisors of several prominent schools and colleges, including The Doon School, Shriram School and St. Stephen's College.

He is deeply committed to supporting the work of inter-governmental agencies, NGOs, the private sector and responsive governments in the fields of education and development. He has also been associated with the social infrastructure initiatives of corporate India, including interventions in education. This work is also closely allied with his corporate work in change management, including restructuring business plans of organisations and leading them into viability.

Shashank supports the wider dimensions of education through active participation in professional forums. He is the President of the Oxford & Cambridge Society of India, Chairperson of the Scholarships Committee of OCSI, member of the Doon School Board of Governors, member of the Indian Public Schools Society, founding member of the Debating Society of India, and member of the Association of Science Education. He is on the International Networks Group of the University of Cambridge.

Shashank received his M. Phil. from the University of Cambridge. He has also done graduate work in Physics at Brown University and holds an Honours degree (Bachelor of Science) in Physics from St. Stephen's College at the University of Delhi, as well as professional teaching qualifications (Bachelor of Education). His schooling was mostly at the Doon School, Dehra Dun (India) and partly in Canada.

Zelmira Koch Polk

Partner, The Hearth Education Advisors
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Zelmira Koch Polk is a Founding Partner of The Hearth Education Advisors.

Zelmira is a business development and communications executive. She has spent the past 15 years building up expertise in a variety of fields including arts, healthcare, finance, communications, management consulting and education. Zelmira founded and ran the international division of Chartwell Education Group, an education-consulting firm created by the former U.S. Secretary of education and a group of leading educators. Chartwell specialised in bringing the best of education to countries around the world, working with governments and private sectors building schools and universities. Prior to Chartwell, Zelmira worked for the Dilenschneider Group, a leading crisis management and corporate public relations firm in New York and Credit Suisse First Boston. Zelmira is on the international advisory council of the International Crisis Group, advisory board to the British Journal of Middle Eastern Studies, advisory board of the Weidenfeld Institute's Oxford University Scholarship, vice president and board member of One Bright World Foundation and on the board of ARFA, a Swiss steel corporation. Zelmira holds a Bachelors degree in International Business and languages from University College London and European Business School.

Anamika Kalia

Deputy Director, Confederation of Indian Industry (CII)

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Anamika is part of the full-time team of the Confederation of Indian Industry. She is a Deputy Director and looks after two main portfolios: (1) Media & Entertainment and (2) School Education

Anirudh Gupta

CEO, D.C.M Group of Schools

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Born and brought up in Ferozepore, Mr. Anirudh Gupta is a leading Educationist, an Eminent Writer and an enthusiastic Social Worker in Punjab. He is an Environmental Engineer by qualification and has also done his Masters in International Business. Mr. Gupta is also a member of the American Society of Civil Engineers, USA. He has vast knowledge in the areas of solid waste management, environment protection and has also worked on project for effective traffic management.

At an early age, Mr. Gupta has scaled glorious heights of success and is endowed with lot of rare qualities of head and heart. He has already been conferred with lot of prestigious awards like National Award for Excellence in Education, Young Entrepreneur Award etc. Besides this, he has been awarded appreciation awards by the Chief Ministers of Punjab, Delhi and Gujrat for various philanthropic works.

Mr. Gupta is also an Eminent Writer. He has already written hundreds of features and articles for various newspapers and Magazines, including The Financial World and The Tribune.

Mr. Gupta is also leading Educationist. He is the CEO of the renowned D C M Group of Institutions, which has branches in various parts of Punjab and Haryana, and is a leading charitable organization serving the cause of education since last seven decades. He has attended several National and International Conferences in the field of Education in U.K, Australia, Finland,UAE, USA,Japan and other locations.

He has also been elected as Chairman of the Ferozpur Sahodaya Schools Complex and Senior Vice President of the Independent Schools Federation of India.

Mr. Gupta was also nominated as Member of the Cantonment Board which is an autonomous body under the Ministry of Defence, Government of India.

Anshul Pathak

Vice Chairman, DPS Ghaziabad

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Mr. Anshul Pathak is the Vice Chairman & Treasurer of the Delhi Public School Ghaziabad Society (DPSGS) that currently manages 8 schools in the district of Ghaziabad, Gurgaon, DehraDun & Damoh and plans to open another 50 schools over the next 5 years.

He is also the co-founder of TeacherSITY, an institution working in the area of improving the Quality of Teacher Education & Teacher Training in India. TeacherSITY has worked with more than 2,000 schools all over India and is India's first organized and structured approach towards teacher empowerment & development of school leadership. TeacherSITY has also been a strategic partner with the Australian Council for Educational Research.

He is on the Board of Trustees of The Gurukul Trust, which operates the SelaQui International School in Dehradun, INDIA, one of the top performing 'fully residential schools' in the country.

He is also the co-founder and Managing Director of Town Schools Education Initiatives (TSEI), an organization focussed in the area of School Services and training & skill development. Over the last 5 years, TSEI has trained and placed more than 25,000 rural youth pan India.

Prior moving back to India in 2007, Mr. Pathak has worked as a Treasury Banker with Citigroup mostly in New York & Singapore for more than 11 years. He has also worked in the financial sectors of other countries such as Australia, Singapore, Taiwan, Hong Kong, Malaysia, Indonesia, Canada & the United States.

He has Bachelors in Engineering from Manipal University and a Masters in Business Administration from the University of Illinois at Urbana Champaign (UIUC).

He is a member of the Skills and Education committee of CII Northern Region.

Nellie Ahmed Tanweer

Founder & Managing Trustee, Maria's Public School
nellieahmed@gmail.com

- Founder/Managing Trustee of Maria's Public School, Guwahati
- Director of Maria Montessori House of Children
- Director, Association of Professional Montessori, India, Guwahati
- Member, Assam State Police Accountability Commission, appointed by the Governor, Govt. of Assam
- Director, Maria's The Finishing School Pvt. Ltd. Guwahati
- Proprietor, The Weavers, a Weaving Centre
- Proprietor, Maria's Travels
- Proprietor, The School Shop

Born into a Tea Planters family, hailing from Hirajan Tea Estate, Titabor, and the youngest of eight siblings, I have been in School Administration, Training and Public Relations for the past 25 years. My main objective is to take the right kind of initiative to attain total job satisfaction for myself and give a progressive direction to the organizations I head, to the fullest of my capabilities, getting work done judiciously, thereby saving time and effort.

EXPERIENCE

Have worked in the field of education in Kolkata and Delhi.

Opened own Montessori, High and Senior Secondary School in Assam in 1988 and have been working as Founder and Managing Trustee ever since, employing over 200 personnel as staff. First school in Assam to have 'Inclusive Education'

Have initiated a Teacher Training Centre in Assam to impart Montessori Training

Have attended many International Conferences in Hongkong, Singapore, the UK related to Education, Human Resource Management and other Community Service areas

Have own Weaving centre generating employment for women and needy of the community

Mukesh Kumar Gupta

Vice President, Maruti Suzuki India Ltd

mukeshkumar.gupta@gmail.com

Mr. Gupta in his present stint at Maruti Suzuki is in-charge of Maruti Suzuki Training Academy. The Training Academy at Maruti Suzuki covers Training needs for the complete value chain. He is also heading the Maruti DPS society. Mr. Gupta is driving the core skill development initiative of Maruti Suzuki Training Academy in collaboration with Govt. of India.

Professional Experience:

Mr. Gupta has a professional experience of more than 27 years, out of which He's spent 24 years with Maruti in various functions like Production, Training Academy etc. He had played a pivotal role in establishing Manesar plant production and Training Academy, recently, as a critical business function in Maruti. Surpassing the era of stream-lining and sustaining operational processes, Mr. Gupta forayed into areas of business analytics, production innovation while improving efficiencies across the value chain. He is also planning major interventions in the MSIL adopted Government ITI's.

Mr. Gupta also headed the operations of Plant A Manesar which included Total operations starting from stamping till vehicle is rolled out from Assembly Shop. Mr. Gupta has received accolades for establishing State of Art Training Academy in Maruti like Skilling India award in the category Best Private Organization Training Program by ASSOCHAM & Ministry of SDE and Brandon Hall award, LearnX Impact award for establishing best Learning Management System.

He is a graduate in Chemical Technology from HBTI Kanpur, 1984. Before joining Maruti, he also worked with LML & Swaraj Mazda.

Professional Bodies:

- Mr. Gupta is the Member of Mentor Council in Automobile sector, Ministry of Skill Development and Entrepreneurship, Govt. of India.
- Mr. Gupta is on the Board of Gautam Buddh Technical University, Uttar Pradesh
- Special member of CII (Northern Region) Task Force on Skills, Education & Entrepreneurship Development

Mr. Gupta firmly believes that an organization needs to develop its biggest assets i.e. Employees through various training interventions. It is important to develop the capability of employees in line with organizational goals to achieve one common goal.

CS Raju

Executive Director – Human Resource, Maruti Suzuki India Ltd

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A Post Graduate in Law & Human Resource Management, Mr. Raju has a career track of around 29 years in the HR Function of good Indian Corporates as well as MNCs such as:

- Voltas Limited
- Carrier Aircon Limited
- Honda Group
- Maruti Suzuki India Limited

Mr. Raju has made significant contributions in core HR areas like developing & maintaining positive work culture at work place, innovative & business linked HR perspective & policies, organization design &

restructuring, people development, retention strategy & initiatives and creating positive & harmonious industrial relations. He has the unique experience of working Multi Cultures & Multi Nationalities i.e. Indians, Japanese, Americans & others.

Presently Mr. Raju is handling HR functions as Executive Director (HR) at Maruti Suzuki India Limited.

Mr. Raju is of the opinion that the role of HR function is helping organisations build capabilities to respond to customers and increase confidence from investors. He firmly believes in the saying that “HR is for the Business, but the business of HR is People”.

Vandana Chawla

Principal, New Era Public School
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Academic Qualification: M.A., B.Ed.

Experience: I joined the school as a teacher of English in 1982. I taught English to classes VI-XII over my entire teaching career of 29 years.

Within a few years of my joining the school, I established myself firmly as a key member of the staff and was the supervisor of classes VI-VIII. Subsequently, I became the supervisor of IX and X and then XI and XII. I also held the post of Head of Department (English), House Incharge and Co-Curricular Head. In 1991 I was appointed as Vice-Principal. In January, 2003 I was appointed as the Principal.

I have worked continuously in enhancing the status of the school and have striven to establish the school as one of Delhi's leading educational institutions. The school and its students have been benefitted tremendously from my constant endeavours. I have a school motto of “No Child Left Behind”. Every child is looked after, cared for and given personal attention in moral and spiritual education, academics, co-curriculars and personality enhancement.

A large percentage of NEPS students come from homes where the parents are from middle class and 1st generation learners. It is no small feat that I have geared up the processes of the school to have the students compete against the students of the best schools from all over National Capital Region (NCR) in areas as wide as Sports, Quizzing, Literary and Social Events. In these events, the students of New Era Public School have constantly proved their mettle against the students of elite schools.

Sushil Dutt Salwan

Trustee, Salwan Education Trust
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Advocate, Salwan & Associates & Vice President, INSOL India

Mr. Sushil Dutt Salwan, in addition to being a prominent lawyer, spearheads the Salwan Education Trust as its Chairman. The Trust was established in the year 1941 in Peshawar (now in Pakistan). The vision of its Founder, Pandit Girdhari Lal Salwan, of providing Quality Education to all, irrespective of caste, creed, gender or religion, has touched millions of lives over three generations. Under Mr. Salwan's able leadership today the Trust has a network of Eleven Schools in and around Delhi and has become synonymous with excellence in education.

He is also a Member of Legal and Constitutional Committee of Asian Amateur Athletic Association, Athletic Federation of India and Delhi Olympic Association

Ravinder N Masaldan

Director, HRD, IT & Projects, Salwan Education Trust

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A result oriented professional as an officer in Corps of Engineers of Indian Army , in various fields at conceptual and direction level spanning over 36 years.

- Expertise in strategic and mega projects planning. Spearheading infrastructural mega projects to include planning, budgeting, resource and vendor management.
- Extensive experience in handling HR processes, i.e., manpower planning, training and career development.
- Expertise in overseeing entire gamut of administration and operational logistics of a large organization.
- Effective communicator with strong leadership traits, highly motivating and with excellent public management and negotiating capabilities. Impeccable honesty.

Michael Williams

Dean, Mount Carmel Institutions

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Dr. Michael Williams is a 25-year veteran in Broadcast journalism. With a Masters from the University of Virginia, he has a Ph. D. in Media and Education. He was an Executive Producer with NBC in New York for six years where he earned himself two Emmy nominations. He relocated to New Delhi and took over as the Producer of News track and later Aaj Tak. He has done cricket commentary on Doordarshan and before entering into education, he was the Senior Editor/Senior Anchor on Times Now.

Today, he is the Dean of the Mount Carmel Institutions, which were founded by his parents. He is actively involved in crusading for the rights and autonomy for Schools, especially the Minorities. He is also the Secretary of the Action Committee.

Apart from being an avid musician, he holds the World record for crossing the World's four highest mountain passes in under twenty-four hours in August 2004, on a motorbike. This February he has been invited by President Barack Obama for a visit to the United States.

ABS Sidhu

Director Principal, Saupin's School, Chandigarh

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Current position/ Post: Director Principal Saupin's Schools Chandigarh & Mohali

Educational Qualification: BA(Hon.) & MA(English) St. Stephen's College, University of Delhi. BED (IGNOU)

Sewa Singh Bhumra

Chairman, St. Cecilia's Public School

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Mr Sewa Singh Bhumra is the founder chairman of the prestigious institution, St. Cecilia's Public School founded in 1978 by Hemkund Educational Society is an epitome of contemporary ideas and modern futuristic vision in the field of technological advancements in global education. He is retired as Associate

Professor from Faculty of Law, Delhi University. He is enrolled as an Advocate Delhi High Court. He is Law and academic consultant. He is associated with many associations in the field of education.

Saroop Singh Bhumra

Director, St. Cecilia's Public School

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Mr. Saroop Singh, Director of the prestigious institution founded in 1978 by Hemkund Educational Society is an epitome of contemporary ideas and modern futuristic vision in the field of technological advancements in global education. He has a Post Graduate Diploma in International Business Management and Bachelor of Engineering (Electronics) from, Vishwakarma Institute of Technology, Pune (Maharashtra), India under University of Pune. Mr. Saroop Singh for the first time launched Smart Class concept, home-school website link, IT based teaching and learning in the day to day functioning of the teaching process at school. He is having more than 16 years of experience in school administration.

Manika Sharma

Director, The Shri Ram School

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Ms. Manika Sharma has completed over 30 years in the field of education. Post her graduation in Political Science in Delhi University, she completed a two-year Montessori and Primary Teacher training course in 1982 and a 2-year diploma in the French language.

She began her teaching career in the Army Public School, Delhi, then went on to complete her master's in Education.

Ms. Sharma joined The Shri Ram School in 1989 and was one of the first employees of the school. She has been involved in the school's growth from the very beginning and has shaped the values and philosophy of the school and played a key role in formulating its vision & policies.

Presently, she is the Director of the Shri Ram School and under her leadership, has been the number 1 school in the country and boasts of great academic and extracurricular results. She herself has spent years on training and empowering herself over the years equipping herself with new global techniques in education and admiration.

Mrs. Sharma has also been a teacher trainee and has taken over 120 workshops in schools such as the Doon School, Dehradun, Sat Paul Mittal School, Ludhiana, K.C Public School, Jammu, Sanskriti School, New Delhi and The Sanskaar Valley School.

Some of the IB Workshops / Conferences attended by her are IBAP Annual Conference 2013, Kuala Lumpur. IB Asia Pacific Heads Leadership Forum. IBAP Annual Conference 2014, Singapore. IBAP Annual Conference 2015, Macao.

A grandmother to two lovely grandchildren, and a mother to two girls, Mrs. Sharma lives in New Delhi with her husband, and a bookshelf full of books.

The Hearth Education Advisors

The Hearth Education Advisors is a leading consulting firm based between Europe and Asia, with offices in London and New Delhi. From its origins as a consortium of reputed professionals with expertise and passion for education, the Hearth has grown into a flexible and broad education consulting practice that delivers operational advice and innovative, research-led thinking.

The Hearth has a unique network of Senior Advisors who give the firm the ability to work in a very diverse range of geographies and education segments with minimum overheads. The Hearth believes that it is vital for consultants to remain engaged in their respective professions, so that they remain current in their speciality.

This structure ensures that clients of the Hearth receive outstanding advice and recommendations that are relevant to their unique situation and are based on operational experience and the latest research.

The Hearth Education Advisors offers its services to K-12 Schools, through Higher/Further Education, Professional/Vocational/Skills Education and in Education Policy sectors.

The Hearth has also launched a series of retail and institutional products and services that enhance individual and institutional education delivery.

- School Design Services
- School Upgradation
- Education Audits
- Institutional Marketing
- Career and Study Abroad Advice
- In-service Professional Development

We turn our clients' ambitions into reality, creating impact through delivery

Our Partners



SHASHANK VIRA



ZELMIRA KOCH POLK



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