



ADIL MALIA

Dr. Adil Malia is currently CEO of a boutique Business Management Consultancy called - 'The FiRM'.

Adil holds a degree in Commerce, a Bachelors degree in Law, as well as a Master's degree in Human Resources Management from the prestigious Tata Institute of Social Sciences. He has attended the Coca-Cola Wharton School 'Advance Management Program' and has been bestowed a 'Causa Honoris' Doctorate in Philosophy.

Adil has over 4 decades of Top Management Corporate experience in India and overseas, working in large reputed professionally managed National and Multinationals like Godrej, GE, Marks & Spencer, Coca-Cola and Essar at Board Levels in areas of Leadership, HR, IR and Labour Laws. Adil was associated initially with the labour lawyers - Maneck Gagrat & Co.

Adil has experience of corporate working in areas of law, Industrial Relations, Human Resources, Marketing & OD at Senior Management and Board levels. He is now involved in full time Business Management Consulting and Advisory services.

Adil is a much sought after Business Coach to some of the well recognised CEOs in India.

An avid reader, Adil writes in several magazines and is well quoted for his thought leadership & creative opinions. He is a well recognised doodler, a social media enthusiast, a reputed Key Note speaker and he plays the Mohan Veena. Adil is a TedX speaker (Lessons in Management from Zoroastrian Ethos).

Adil has won several national and international awards including the HR 'Grand Master' award at the 'WHR Congress'. He is ranked one amongst the list of top 110 Influential Global leaders by 'People-Hum', a global ranking organisation.



ARMENE MODI

Armene Modi is an educator, and social entrepreneur, who after learning about India's abysmal female literacy rate in India's 1991 census established Ashta No Kai, a non-profit organization to educate and empower rural women and girls in 10 villages in Shirur County near Pune. The Ashta No Kai project is now in its 25th year having reached many significant milestones.

Armene holds an MA in International Relations from Tufts University, and an MA in Teaching English from Teacher's College, Columbia University, besides an honorary Doctorate in Education from J. F. Oberlin University in Tokyo.

While Armene has faced many challenges, her experience working for gender justice at the grassroots has successfully transformed the lives of thousands of women and girls, and resulted in their finding a voice to become active change makers in their villages. The various interventions she launched to promote the education of rural adolescent girls, has helped to nurture a first generation of learners who have pursued careers in medicine, dentistry, engineering, pharmacy, etc.

In 2017, Armene was selected for a visiting fellowship as an Echidna Global Scholar by the Brookings Institution in Washington DC, where she researched the impact of Ashta No Kai's interventions for adolescent girls.

Armene is also a Trustee of the Gandhi National Memorial Society. She is deeply interested in peace issues, and has organized various academic, cultural, and youth volunteer exchange programs between Japan, the US, and local Pune institutions to promote peace and international understanding.

Armene is the recipient of several national and international awards for her contribution to the empowerment of rural women. In 2020, the World Literacy Foundation at Oxford University awarded her the Albert Schweizer Medal, and in 2021, WZCC selected her as the Outstanding Zarathushti Social Entrepreneur of the Year. In 2016, she received the Literacy Hero award from the Rotary Literacy Mission, and in 2013 the "Pune's Pride award for Excellence in Social Work." In 2008, the CNN-IBN network selected her along with 23 other grassroots workers, for the "Real Heroes" award to "recognize, acknowledge and celebrate ordinary Indians, who silently and selflessly contribute to the betterment of society". In 2006, she received the Dr. Sushila Nayar Literacy Award for Outstanding Contribution to Women's Literacy in Rural Areas. In addition, she has also received several Community Service Awards from Soroptimist and Rotary Clubs. She was recently featured in a book authored by Professors from the London Business School titled, "Mavericks: How Bold Leadership Changes the World."

In her presentation Armene will share her unexpected journey from teacher to social Entrepreneur. She will outline some of the characteristics of Social Entrepreneurship while sharing examples of how she has leveraged these in her work with Ashta No Kai.



BEHROZE DARUWALLA

Behroze was born, brought up and educated in Mumbai, India. She graduated with Home Science/Home Economics from Nirmala Niketan and later did Kindergarten Teacher's training. Behroze started her career as an executive assistant and worked for International Corporations like Searle India (A subsidiary of G D Searle, USA) and Singapore Airlines. She was also selected to work with the First Chairman of Minority's Commission, Government of India, Mr Minoo Masani and has worked with eminent luminaries like, Nani Palkhiwalla, Mr Homi Seervai and others during her tenure with Minorities Commission.

Later Behroze moved to Houston, USA where she studied and worked in the Legal Field for 30 years with specialization in Immigration Law. Behroze was extremely involved in all community activities of the Zoroastrian Association of Houston and worked for the welfare of the community at large for all these years. She was even involved in the activities of youth and various Zarathushti Congresses held in North America.

Behroze has been involved with WZCC since its inception in the year 2000. She joined as a member and then became the Houston Chapter Chair and organized multiple workshops and Global AGMS for WZCC and also conducted twinning activities with several other Chambers of Commerce, E.g. South Asian Chamber of Commerce, Indo American Chamber of Commerce and many more. Later Behroze served as Hon. Global Secretary for two terms and currently Behroze is the First Lady President of India Region of WZCC.

In 2015 Behroze was requested to head the newly formed Global Ladies Wing of WZCC and after her appointment there was no looking back for the WZCC-WE Women Entrepreneurs of WZCC !

Behroze has ensured that WZCC-WE provides a platform for both Zarathushti women professionals and entrepreneurs towards networking, strategic alliance and ofcourse professional and entrepreneurial expertise! Behroze works hard to ensure that women identify and select the right segments based on their skills and experience to strengthen their entrepreneurial ability through Training, Mentoring, Networking and Recognition. WE holds programs to cater to the needs of every women in business or profession - be it at the idea stage, start up stage or growth stage. Behroze's passion is to ensure that a woman who fulfils the role of mother, wife or daughter should also become economically sound and gain the strength, expertise and aptitude to face the future.

Behroze has always encouraged Zarathushti women far and wide across the globe to step forward and achieve their dreams. She has lived up to the tag line of Women Empowerment of WZCC-WE !



BOMAN R. IRANI

Mr. Boman R. Irani is the Chairman and Managing Director of Rustomjee Group (Keystone Realtors Limited [KRL]) and is the driving force behind the success story of the Real Estate group 'Rustomjee'. He is a first-generation real estate developer and entrepreneur with over 27 years of experience and knowledge of the industry.

Having founded Rustomjee Group in 1996, the Company has evolved into one of the most sought after and respected real estate companies in Mumbai, with a sound record of sustained growth, customer satisfaction and innovation. The group has a development portfolio that includes 20 million sq. ft. delivered and another 32 million saleable sq. ft. of forthcoming projects in the pipeline. Rustomjee continues to transform the Mumbai real estate landscape with its numerous high-end gated communities, High-rise towers, and large townships. He is also the founder and Trustee of the 'Rustom Irani Foundation' which manages and runs institutes in all spheres of education from pre-school to post-graduation, with the capacity of more than 12,000 students with Schools in Dahisar, Virar and Thane. An active contributor at various industry platforms, Mr. Irani is the current President of CREDAI (National) and past President (2022-2023) of CREDAI-MCHI - both bodies actively involved in making the industry more organized and progressive by networking closely with government representatives and policy makers. Apart from the above, Mr. Boman Irani continues to drive the legacy of the world famous Jawa, Yezdi & BSA brand of motorcycles, that were launched in India by the Irani family in 1961 with manufacturing unit in Mysore near Bangalore. Today, both brands are back in full swing production, back on the roads and have garnered a lot of attention from the biking fraternity.

A family man to the core, he believes in family culture at the workplace, as seen in his unique style of Leadership & employee centric decision making.



DELNA AVARI

Delna Avari is a global business leader with significant leadership experience across India, Europe, and ASEAN. She founded Delna Avari & Consultants, a business consulting firm with a presence in Mumbai and London. Delna Avari & Consultants offers three types of business solutions: TransformXCorporates, which focuses on the transformation of legacy business; ScaleXStartups, which serves young businesses and startups; and GuideXLeaders, which guide ambitious founders & corporate leaders through inflection points in their leadership journeys. The firm now also offers tailored consulting services for businesses exploring the UK-India corridor and other international markets.

Delna has transformed business operations into centres of excellence through restructuring, business model innovation, and go-to-market advantage. She has received over 100 industry awards for excellence in business and marketing. The team has also supported learning for over 300+ young businesses and startups through their business bootcamp and businesscatalyst programs.

All these are a testament to Delna Avari's philosophy of building sustainable, profitable growth businesses with people at the heart of decision-making and her firm's commitment to impacting their clients in a significant, enduring manner.

Before establishing her consulting practice, Delna held senior management positions with Tata Motors and served as a Director on the Board for Concorde Motors Limited. At Tata Motors, she was part of the senior leadership core team that led the transformation of the Passenger Vehicles Business Unit (2011-2016). She was responsible for the profitable turnaround of UK and European operations for commercial vehicles (2004-2006), the successful business entry into Thailand, and the development of the business creation strategy for ASEAN (2007-2010).

A Fulbright Fellow for Leadership from Carnegie Mellon University in 2010, she started her professional career with Tata Administrative Services (TAS), completing assignments with Tata Motors, Tata Steel, Tata Global Beverages, Tanishq, and TMTC. She has consulted on leadership development, diversity, and inclusion across global markets, coached founders and C-suite leaders, and mentored technology startups. She has spoken across forums on business transformation and growth, self-leadership, and team and brand management.



DICK READYMONEY

Dick Readymoney has had an eclectic career that's spanned over three decades and ranged from being an IT Telecom guy, to coding to Sat Com.

His career includes working with Godrej GE, he has even had several stints as a trainer with renowned organisations like John Deere and Expressions Unlimited!

Since the mid 90's he's got bitten by the sustainability bug and has been working with energy quality, energy management and energy conservation. Subsequently, water conservation & quality got added to his portfolio and expertise, having spent over two decades in the Middle East and Iran working on private, government and international projects in this field.

His entrepreneurial spirit was kindled when he launched Right Solutions Hydroponic Farms and Consultants LLP in 2022. He has since been instrumental in changing the way the agricultural industry is viewing the future of food production.

Dick's childhood hobby of doing theatre, lights and special effects has always stood him in good stead - his formidable technical and management skills are an asset in any aspect of his personal and professional life.



EDUL DAVER

Edul graduated from the Doon School, Dehra Dun, IIT-Bombay, Univ. of Wisconsin (MS) and Farleigh Dickinson Univ.(MBA).

By 1987 he had become President of Alcan Metal Powders, a leading manufacturer of non-ferrous metal powders. He then led a leveraged management buyout to form ACuPowder International in 1995. The company was sold to Platinum Equity in 2010 and Edul retired in 2012.

Edul was awarded the 'Zarathushti Entrepreneur of the Year' Award in 2014. He played a leading role to make ZAGNY's Dream of a new Dar-e-Mehr come true in 2016. Edul was Founding Director of WZCC from 2000-2006 (Secretary) & Global President from 2015 to 2021. He is passionate about promoting Entrepreneurship to our Youth.



JEHAAN KOTWAL

Jehaan Kotwal, the visionary leader behind Good Mind & JFK Transporters Pvt Ltd, draws inspiration from his roots as the son of a truck driver who traversed the nation as a cleaner. Witnessing firsthand the challenges confronting the 10 million truckers, particularly issues of safety, fueled Jehaan's commitment to developing a cost-effective solution drivers could truly rely on.

At 33, Jehaan has rapidly ascended as a prominent young entrepreneur, not only assuming control of JFK Transporters but elevating it to new heights. Under his leadership, the company expanded its footprint nationwide, embraced cutting-edge technology, and earned accolades such as the prestigious Castrol Best Transporter award. Demonstrating an unwavering work ethic since launching his first venture at 17, Jehaan combines dedication and passion in every endeavor. A 2012 graduate in Entrepreneurship with a minor in International Studies from FLAME (Foundation of Liberal and Management Education), Jehaan has steered JFK Transporters to become one of India's safest transportation services. The company excels in providing comprehensive end-to-end logistics support, boasting its fleet of trailers and trucks equipped with state-of-the-art safety features.

Jehaan's commitment to innovation extends to his latest social venture, Good Mind. Leveraging AI, the startup can save over 100 lives daily in road accidents and foster an ecosystem where drivers receive comprehensive services and support. Recognized globally by the World Economic Forum for its smart road safety solutions, Good Mind is committed to making a global impact from its roots in India. As the founder of the HumSafer Driver Safety Foundation, Jehaan addresses driver welfare by offering support in areas like training, medical facilities, and scholarships for drivers' children. His role as Global Youth Director in the World Zoroastrian Chamber of Commerce reflects his dedication to empowering youth professionally and in business.

Jehaan actively engages in various business startups and provides consultancy to budding entrepreneurs, emphasizing a balanced life by prioritizing every aspect equally. Through his multifaceted endeavors, Jehaan Kotwal continues to shape the landscape of road transportation, leaving an indelible mark on safety, innovation, and social impact.



LILA POONAWALLA

Mrs. Lila Poonawalla, Chairperson of Lila Poonawalla Foundation (LPF), Recipient of the Padmashree award in 1989, Royal Order of the Polar Star naming her as the Officer of the Royal Order in 2003, Commandant of the Royal Order in 2019, both from the King of Sweden, Paul Harris Fellow in 2011, “International Women of the year” from the high commissioner of India in UK, “Marketing man of the year” and Mom to more than 15000 daughters and continuing to keep adding more. The first women Mechanical engineer in 1967. First Women Managing Director of a Multinational company in India. From Apprentice to Chairman and Managing Director in less than 20 years.

Starting with Post Graduation Scholarships initially, the LPF has introduced scholarships for Under Graduation in its 15th year where academically outstanding and financially needy girls were gifted with an outright grant for completing their education in various fields for the entire period of the course. From inception, until now, LPF has already given over 60000 scholarships to more than 15000 deserving girls.

As the country’s first female CEO of a Multinational Company, Lila Poonawalla didn’t just break the glass ceiling, but trailed several new, un-chartered paths to take her company, Alfa Laval to success. Besides Alfa Laval India, she also simultaneously became the CMD of Tetra Pak and for some years ran both the companies successfully. Presently she is a Director on the Board of Blossom Industries, Bajaj Alliance Life Insurance, Bajaj Alliance General Insurance, Bajaj Auto, Volvo Eicher commercial Vehicles, and Maharashtra Scooters.

In 2022 she was awarded Mahatma LIFE TIME Achievement AWARD in New Delhi for her unstinted service in empowering women in Education.



**MAHABANOO
MODY-KOTWAL**

Mahabanoo Mody-Kotwal is a producer, director and actor on stage and the screen with over 60 credits to her name in India and abroad.

In 1996 she started her own production company called Poor-Box Productions, which has given India some of its most memorable and long-lasting plays of the last 3 decades, including the seminal, audience favorite *The Vagina Monologues*, which is entering its 22nd year of shows.

Mahabanoo is also a social justice activist, particularly in the area of women's empowerment and ending violence towards women and girls. Her organization The Make-A-Difference Foundation has been working on these causes, for the last almost two decades, to end violence against women and girls with a variety of projects and programmes in urban school and colleges alongside economically disenfranchised women in the "bastis" of Mumbai. She has received numerous awards for her work in this arena, most recently the National Laadli Media Award for (a joint initiative of Population First and the UNFPA) and the Karmaveer Puruskar Maharatna Award (a Rex and UN initiative).

Mahabanoo was chosen by Femina Magazine as one of the 50 Most Powerful Women in India in 2007. Human rights activist and author Zerbanoo Gifford, in her book *Secrets of the World's Inspirational Women*, has featured Mahabanoo as one of the 200 Most Inspirational Women from around the World.



MARZBAN HATHIRAM

Ervad Marzban Jamshed Hathiram, (born Oct, 1970), is a qualified and practicing priest having undergone the Navar and Maratab initiations. He belongs to the 27th generation of the famous 'Asa Faredun Pol' (branch) of the Bhagaria Priests of Navsari.

Marzban's academic background is in Accounting and Audit. He completed his Articleship from the reputed Chartered Accountants' firm of Kalyaniwalla & Mistry and rose up to the level of Financial Controller of an international media consultancy in Mumbai.

He subsequently gave up this job and took up the position of Panthaky and Head Priest of the Ustad Saheb Behramshah Nowroji Shroff Daremeher in Mumbai, fulfilling his long-cherished desire to serve the community and re-establish the Priestly tradition in his family. In 2015, Er. Hathiram gave up the Panthak at Behram Baug and shifted to Udvada, where he resides at the Mobed Behramji Unwalla Memorial House, running a bespoke private practice from his personal Dadgah there.

Marzban has studied Avesta, Pahlavi, and Old Persian Cuneiform languages at the Masters level. Marzban's specialization, over three decades, is in Zoroastrian Mysticism, also known as Ilme-Khshnoom. He presents a unique synthesis of academic rigour and mysticism to help Parsis understand and follow the intricacies of their religion. Ervad Hathiram runs the popular religious blog FRASHOGARD [www.frashogard.com] and writes regularly for the Jame Jamshed. He is the author of three books and over 300 articles and papers on various topics. He also conducts private tours to Iran as a religious guide, giving a unique insight into Iranian history, architecture, religion, and culture.

Marzban is the Founder and Chief Executive Officer of Samruddhee - a Financial Planning consultancy, guiding clients toward achieving Financial Independence through Intelligent Investing in Mutual Funds. He is a registered Mutual Fund Distributor as well as a Life and Health Insurance Advisor.

Marzban is also a lover of Indian classical music and is currently learning to play the sitar. He is married to Kainaaz Pardiwala, who holds a Master's Degree in Performing Arts and runs her Dance Class - Anubhuti.



**PERIN PUDUMJEE
COYAJI**

Perin Pudumjee Coyaji is a calligrapher who is passionate about reviving the Avestan script. Born in 1967, Perin worked as an industrial copywriter while studying for B.Com. In 1996, she learnt basics from Shri Achyut Palav, exhibiting in 1998.

In 2000, she received an AshtaNoKai scholarship for a calligraphy semester at Obirin University, Tokyo. In 2005, Perin introduced the world's first calligraphy Kusti Prayer Book showcasing three scripts. She conducted corporate workshops and exhibited at SOAS' The Eternal Flame, London, PARZOR's Threads of Continuity, IGNCA, Delhi and Qalam Aatma International Calligraphy Festival, IIC, Delhi. Her 1001 Names of Ahura Mazda, a global first in Avestan calligraphy has just been released.

Undeterred by not possessing a formal art degree, she works at combining her love for letters and gratitude for Divine Grace by promoting this sacred, ancient letterform. Perin perceives herself as a light-catcher, humbly trying to reflect the refulgence of His Word with her simple strokes, swirling flames that uplift, warm colours that celebrate faith, sensitive metallic touches that illuminate, and handmade paper nuances that together reflect a quiet elegance.



RASHNEH N. PARDIWALA

Dr. (Ms.) Rashneh N. Pardiwala is an Ecologist from the University of Edinburgh having specialized during her MSc and PhD in the field of Climate Change. She is the Founder & Director of the Centre for Environmental Research and Education (CERE), a Mumbai-based organization that works to promote environmental sustainability through corporate partnerships, government collaborations and formal education. Dr. Pardiwala's organization CERE is a pioneer in developing Carbon Management and Environmental Sustainability Systems for corporate India under their Carbon Map & Cap Initiative and also serve as CSR consultants to leading multinational companies.

Dr. Pardiwala has been creating successful models of environmental sustainability for the past 20 years in the field of solar electrification, rainwater harvesting and urban afforestation. CERE has published 28 titles and produced many short films on climate change and global warming.

Rashneh's presentation will encapsulate how businesses need to start addressing ESG mandates, develop carbon neutrality road maps by adopting environmentally-friendly, socially-equitable and financially-viable strategies and support smartly designed CSR projects that help green internal systems and processes as the world combats climate change and global warming.

Rashneh will elicit strategies and solutions through successful initiatives and projects undertaken by her with India Inc.



RATI FORBES

Rati Forbes has been a Director of the Forbes Marshall Group since 1992; she was responsible for the Human Resources and Learning and Development function till 2011. During this time, Forbes Marshall was thrice recognised as one of the top 25 companies to work for in India, in the "Great Places to Work For" ranking - the highest placement being sixth.

Today, Rati heads the Forbes Foundation and is responsible for CSR and Foundation activities across the company. She has been recognized for her social initiatives both within the company, and in the wider world. She chaired Confederation of Indian Industry's western region cell for social development for a span of six years, the cell's main objective being to sensitize corporate entities to their social responsibilities. Forbes Foundation is recognised and has been awarded for its pioneering work in the areas of women empowerment and with the most vulnerable communities.

Rati has served on the board of two international foundations; she continues to serve as an independent Director on listed companies, as well as on the boards of varied foundations and nonprofits, across India.

Rati graduated in Psychology (Honours) and Sociology from the University of Mumbai and has also taken executive courses in human resources, organizational behaviour and strategic philanthropy.

Rati further holds a Masters in Sustainability Management and Leadership from Cambridge University, UK.



RIAH FORBES

Riah Forbes works on digital initiatives and strategic investments at Forbes Marshall, a 75-year-old family business. Forbes Marshall provides innovative products and solutions to help businesses improve their process and energy efficiency, and be more environmentally responsible. She also works with Indian nonprofits and social enterprises on challenges of leadership, organisational resilience and mental wellbeing. Riah has previously worked at Google, Endless Computers and Omidyar Network. She holds postgraduate degrees in business from Stanford and in development economics from Harvard.



ZUBIN SETHNA

$$ZS = (EM + CB)^Z$$

Professor (Dr) Zubin Sethna is a full tenured Professor of Entrepreneurial Marketing and Consumer Behaviour. In 2020, he was appointed by the World Economic Forum in Davos as an 'Expert in Entrepreneurship, The Future of Consumption and Family Businesses'. He is a Director at Regent's University London, and his area of 'Business, Finance and Entrepreneurship' contributes about 40% of the university's income. Dr Sethna is a former Editor-in-Chief of the prestigious Journal of Research in Marketing and Entrepreneurship (and is still Associate Editor), and regularly reviews for a variety of other marketing and entrepreneurship journals. He is a qualified marketing practitioner as well as an entrepreneur.

He has successfully launched six businesses (one of which won a UK National Award) and in his capacity as Managing Consultant at Baresman Consulting he has integrated marketing strategy/communications with management consultancy and training for numerous organisations both in the UK and internationally, and across a variety of industry sectors (Health Care, Professional Services, Music, Travel, Manufacturing, Retail, IT, Education and 'cottage' industries).

He has written two of the UK and Europe's most popular textbooks (bestsellers!) in Consumer Behaviour (published by SAGE and now in its 5th Edition) and Entrepreneurial Marketing Global Perspectives (Emerald, 2013). Dr Sethna has conducted research in the UK, Europe, India and China, and has raised external funding of nearly £700k for various academic projects. He is Co-Chair of the Academy of Marketing's Special Interest Group on Entrepreneurial and Small Business Marketing; and has been invited to conduct keynote lectures at HE institutions in the UK, EU, China and India.

In 2017, he was unanimously elected to become a member of the advisory board of the acclaimed Global Research Conference on Marketing and Entrepreneurship.