



Richard Lobo

Chief People Officer

Richard is the Chief People Officer of Tech Mahindra and a global management professional. He brings on board over two decades of diverse experience leading the transformation of the people function across organizations. As a seasoned HR leader, Richard specializes in strategically aligning talent within organizations to create a people advantage for businesses.

With his business and people together approach, Richard has enabled organizations to pivot to the new world of work, helping them navigate a complex talent environment. His deep focus on enhancing associate experiences and prioritizing diversity and inclusion has been pivotal in empowering organizations on their growth trajectory. Prior to joining Tech Mahindra, he was the Executive Vice President and HR Head for Infosys Ltd. He has served as a director on the Boards of Infosys Consulting and Infosys China. He started his career in 1996 with the Godrej group.

Richard is also a strategic advisor to the start-up ecosystem in India, advising businesses on their people strategies. His work with them spans organizational change and transformation, scaling people processes, sustainable growth and guiding the leadership in creating an unparalleled working environment based on human first principles.

He has been acknowledged for his contribution to the development of the people function and was also recently recognized by the *Economic Times* as the HR Leader of 2023. Richard is an active contributor working with industry bodies like CII and NASSCOM in furthering industry-government partnership around human resources centered initiatives. As a thought leader, he is active in sharing his perspective around topics concerning talent, culture, and upskilling where he highlights the importance of the people function in scaling business and accelerating company performance. He is passionate about nurturing young leaders of the future through mentoring, and in his spare time, teaches at leading management institutes.

Richard holds a bachelor's degree in engineering from the Manipal Institute of Technology and a management degree from Xavier Institute of Management, Bhubaneswar.