



# FLEXI WORK VISIONARIES

2024

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# THE 2024 FLEXI WORK VISIONARIES REPORT

India has become a pioneering force in the adoption of remote and hybrid work models, largely driven by visionary leaders who have prioritized employee flexibility. These trailblazers have not only adapted to changing global work dynamics but have also actively shaped them, ensuring that work flexibility remains a central tenet in their organizational cultures.

**The initiative to identify, document, and recognize best practices is not just about celebrating achievements. It's about setting a benchmark in the industry and encouraging other organizations to follow suit.**

By highlighting these best practices, we aim to foster a broader understanding and appreciation of flexible work arrangements, thus accelerating their adoption across various sectors.

Now is the opportune moment to acknowledge and celebrate the innovative and creative minds behind these transformative practices. This recognition is crucial in motivating a shift towards more dynamic and inclusive work environments throughout the country.



GoFloaters is India's largest on-demand office platform covering 45 cities with 3000+ locations. Through its flagship product WorqFlexi it helps employees of 100+ companies work from anywhere.

This service enables remote and distributed teams to book work and meeting spaces on a pay-per-use model, allowing them to work and meet anywhere, anytime.



**Shyam Sundar Nagarajan**

**Founder & CEO | GoFloaters**

Founded by Shyam Sundar Nagarajan and Srivatsan Padmanabhan, GoFloaters was established with the vision of creating a new kind of office that is distributed, bookable, and cost-effective. This vision aligns with the emerging work culture trends in India, which have seen a significant shift towards remote and hybrid models, prioritizing flexibility, productivity, and employee well-being.

In recognition of these shifts, GoFloaters has recently partnered with prestigious companies and institutions to launch the Flexi Work Visionaries Awards. These awards are aimed at identifying and celebrating the top visionaries who are shaping the future of work in India.

With nominations received from leaders across various sectors, this initiative not only highlights the innovative efforts in flexible work arrangements but also sets a benchmark for excellence in the industry.



As GoFloaters continues to expand its footprint and service offerings, it remains committed to supporting and celebrating leaders who redefine traditional workspaces and foster environments where creativity, flexibility, and productivity thrive. This commitment underscores the company's role as a catalyst in the evolution of work dynamics, making it an essential player in the landscape of modern work environments.



# MEET THE JURY



**Sagar Chandni**

**Founder | Virtual Global Leadership Podcast**

Sagar Chandni stands at the forefront of exploring and promoting flexible work practices globally. As the founder of the Virtual Global Leadership Podcast, he has successfully interviewed over 100 leaders from around the world, delving deep into their innovative approaches, systems, and processes in flexible work environments. Through these insightful dialogues, Sagar has managed to capture and disseminate valuable strategies and experiences that are shaping the future of work.

In addition to his role as a podcaster, Sagar extends his expertise as a business advisor to startups. He is particularly focused on those looking to implement or enhance their flexible work practices. His advisory role involves guiding young companies through the intricate landscape of modern work environments, helping them to adopt and adapt to the demands of a flexible work culture effectively. His contributions are aimed at ensuring these startups not only embrace flexibility but also thrive through it, enhancing their productivity, employee satisfaction, and overall business resilience.



## **Pradnya Patil**

**Founder | Remote Work Leadership**



Pradnya Patil is a distinguished figure in the field of remote work, recognized for her pioneering leadership and extensive knowledge. As the founder of Remote Work Leadership, she has taken a central role in educating numerous businesses on how to effectively implement and optimize their remote work practices. Through her organization, Pradnya provides tailored consultations, workshops, and training sessions that help companies transition to remote models while maintaining high levels of productivity and engagement among their teams.

Beyond her role as an educator and consultant, Pradnya has also made significant contributions to the literature on remote work. She is the author of several authoritative books in the domain, which have been well-received for their insightful analysis and practical advice. Her publications serve as essential resources for both new and established businesses looking to navigate the complexities of remote work setups.



## **Jean Carlo Him**

**Founder | Nomad Cowork**

Jean Carlo Him is a visionary entrepreneur and a strong proponent of flexible work environments. As the founder of Nomad Cowork, he has created a groundbreaking portal that allows individuals to effortlessly book coworking and coliving spaces on-demand. This innovative platform caters to freelancers, digital nomads, and businesses seeking flexible, temporary, or permanent spaces that foster collaboration and creativity without the constraints of traditional office setups.

Jean's advocacy for flexible work practices extends beyond providing physical spaces. He has been a vocal supporter of the benefits of flexibility in the workplace, emphasizing how such practices can lead to increased productivity, enhanced employee satisfaction, and greater overall well-being. His efforts aim to reshape how businesses think about work environments, pushing for a shift towards more adaptable and responsive workplace models.

In addition to his entrepreneurial pursuits,

Jean is deeply committed to mentoring both aspiring and established business owners. He focuses on imparting the principles of clarity and focus, essential qualities for success in any business endeavor.





## **Srivatsan**

**Cofounder | GoFloaters**



Srivatsan Padmanabhan, as the cofounder of GoFloaters, has been a prominent figure in the realm of flexible workspaces, consistently championing the advantages of flexible work models across various industries. Under his guidance, GoFloaters has flourished, providing on-demand office solutions that cater to the modern needs of a diverse workforce that values flexibility, scalability, and convenience in their working environments.

His advocacy for flexible work practices has not only transformed how companies think about workspace utilization but has also earned him recognition from leading industry platforms such as Remote.com and other prominent portals. These acknowledgments highlight his significant contributions to evolving work culture norms and underscore his role as a thought leader in promoting workplace flexibility.

Srivatsan's work continues to influence both startups and established corporations, encouraging them to adopt more adaptive and forward-thinking work policies.





**Chandrasekhar**  
**Sripada**

**Professor | Indian School of Business**

Dr. Chandrasekhar Sripada is a highly esteemed professor at the Indian School of Business, where he combines a wealth of knowledge and experience in various high-impact roles such as educator, executive coach, board director, and seasoned C-suite HR leader. His extensive background includes proven leadership and cross-border experience, having managed human capital strategies in large public, private, and multinational corporations across emerging economies.

His expertise spans several critical areas including human capital strategy, leadership development, board governance, top team coaching and alignment, as well as HR advisory and implementation of new-age people practices.

Currently, Dr. Sripada is dedicated to researching flexible work practices, particularly their integration and optimization in the digital economy. His research is focused on identifying effective strategies and practices that organizations can employ to maximize the benefits of flexible work arrangements. This includes examining the impact of these practices on productivity, employee satisfaction, and overall organizational resilience in the face of rapid technological and economic changes.



# Introducing Flexi Work Visionaries of 2024





## **CS Sriram**

**VP of Engineering | Betterworks**

betterworks

C S Sriram, Vice President of Engineering at Betterworks, is a pioneering advocate for remote work. Under his leadership, the company has adopted a culture of trust and asynchronous communication, enabling decentralized decision-making. His initiatives have grown the engineering team from fewer than 10 to over 50 members, integrating advanced capabilities like AI and analytics, which have significantly increased business revenue.

Sriram has fostered an environment of trust and responsibility, allowing the hiring of diverse talent and promoting flexible working conditions. He is now focused on scaling operations to lead an IPO-level enterprise that operates entirely remotely, underscoring his innovative leadership in the SaaS industry.





## Jerryd Peter Marian Danny

Country Manager | Firmable

Firmable

Jerryd Peter Marian Danny, as the Country Manager of Firmable, has effectively championed a fully remote work culture that prioritizes flexibility and individual employee needs. He has successfully implemented several initiatives such as flexible work hours, remote work options, and a supportive approach to sabbaticals and extended leave, enhancing work-life balance and employee satisfaction.

Jerryd's leadership also extends to creating meaningful connections among team members through quarterly offsite events, significantly enhancing team bonding and collaboration. His strategic focus on respecting personal time and fostering a supportive work environment has made a notable impact, improving employee morale and productivity.





## **Jitender Panihar**

**CHRO | Fitelo**



Jitender Panihar, the CHRO of Fitelo, has been instrumental in transforming the company into a flexible, hybrid/remote-first workplace. His initiatives, including the introduction of remote work options, wellness programs, and enhanced parental leave policies, have significantly improved work-life balance and employee well-being.

Under his leadership, Fitelo expanded its workforce from 80 to over 500 employees by embracing remote and hybrid models, demonstrating a commitment to flexibility and support. Jitender's future plans include further expanding flexible work arrangements and enhancing wellness initiatives to support physical, mental, and emotional health. His dedication to fostering an inclusive and adaptable workplace culture makes him a deserving candidate for this award.





## **Shilpi Arora**

**Manager - People Success | inFeedo**

**inFeedo**

Shilpi Arora, Manager of People Success at inFeedo, has adeptly guided her company through significant transitions in work style. Initially shifting from an office-centric to a completely remote setup during COVID, she later integrated a hybrid model based on employee feedback.

Shilpi introduced "Learn from Office Tuesdays and Thursdays," with Tuesdays being mandatory for those in metro areas, effectively balancing remote and in-office work. This approach has significantly enhanced team engagement and productivity. Her commitment to evolving with employee needs and her ability to adapt workplace strategies based on ongoing feedback make her a strong candidate for recognition in fostering flexible work environments.





## **Paras Nigam**

**Vice President, Data Science & Engineering**  
**KnowBe4**

Paras Nigam, Vice President of Data Science and Engineering at KnowBe4, has been instrumental in integrating a hybrid work model that enhances both collaboration and work-life balance. His strategic investments in communication tools like Zoom and Slack have optimized remote collaboration and workplace flexibility. These initiatives have significantly improved employee satisfaction and productivity, evidenced by a 20% increase in productivity metrics and a doubling of staff numbers last quarter.

Paras's commitment to fostering a flexible and innovative work environment showcases his leadership in adapting to modern work trends and enhancing employee engagement and efficiency.





## **Amarpreet Kalkat**

**Founder/CEO | Humantic AI India Pvt Ltd**



Amarpreet Kalkat, CEO and Founder of Humantic AI India Pvt Ltd, champions a flexible, remote-first work culture that places high value on employee autonomy and well-being. At Humantic AI, job descriptions emphasize that work style is flexible, and Amarpreet ensures that employee personal times are respected, evidenced by a company policy allowing unlimited paid leave and honoring individual sacrosanct hours.

His initiatives have fostered a workplace environment free of micromanagement, where employees feel empowered to manage their work-life balance effectively. This respect for personal time and individual needs, along with comprehensive support for both professional and personal growth, makes Amarpreet a strong candidate for this award.





## **Supriya Patil**

**System Designer | Chargebee**



Supriya Patil, a System Designer at Chargebee, has been pivotal in revolutionizing the workplace by developing the Adaptive Workplace Model's coworking mode and evolving it into a Flexible-Hybrid work week format. Her initiatives have significantly facilitated the adoption of co-working and flexible-hybrid working arrangements within Chargebee, enhancing the ability of employees to meet in-person for effective collaboration and connection.

Supriya's dedication to flexible work formats has not only improved workplace dynamics but also made her a trailblazer in partnering with GoFloaters to implement a B2B co-working self-serve mode, further demonstrating her commitment to enhancing employee experiences at Chargebee.





## **Kartik Mandaville**

**CEO | Springworks**



Kartik Mandaville, CEO of Springworks, has innovatively redefined remote work by introducing the "workcation" benefit, allowing employees to blend work with vacation. This initiative, launched in 2021 for the company's 150 full-time remote employees, enables them to work from diverse locations such as the Himalayas and Varkala's beaches.

The program not only enhances employee morale but also promotes performance, as teams achieving their goals are rewarded with funded travel.

Under Kartik's leadership, Springworks is increasing its investment in the program, planning for global expansion and higher budgets, demonstrating his commitment to fostering an environment that values both high performance and well-being.





## Arohi Parikh

Head of Operations | Incubyte



Arohi Parikh, Head of Operations at Incubyte, has been instrumental in transforming the company into a model for remote work. A founding member of the company, Arohi has led the development of remote work policies and a culture that values deep collaboration, candid feedback, and extreme ownership. Her initiatives, including home office setups, regular meet-ups, and unlimited holidays, have enabled hiring from across the country, promoting income distribution to smaller cities and enhancing employees' financial freedom.

Under her leadership, Incubyte fosters a work environment that emphasizes learning, action, and a bias towards employee well-being, making her a deserving candidate for the Remote Work Visionaries Award.





## **Sumi Borah**

**Senior Manager- People and Culture**  
**The Better India**



Sumi Borah, Senior Manager of People and Culture at The Better India, has significantly advanced the company's work culture through her commitment to flexibility and mental health. Under her guidance, the organization has adopted flexible work hours, remote work policies, and innovative engagement sessions like Music Nights and Happy Hours, enhancing employee satisfaction and workplace dynamism.

Sumi, an NLP Practitioner, has been instrumental in promoting mental health awareness, destigmatizing discussions around it, and implementing free mental health sessions.

Her future plans include expanding mental health initiatives and optimizing remote work infrastructure to further support the well-being and productivity of the team. Her efforts have not only improved the lives of employees but have also fostered a resilient and inclusive workplace.





# Congratulations, Flexi Work Visionaries!

We sincerely thank the jury and partners who made this possible.

Missed to nominate  
yourself/someone this year?  
See you next year!

## Partners





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