

Dr Vinika D. Rao

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Dr. Rao is Director, INSEAD Hoffmann Institute & Africa Initiative; Visiting Faculty, INSEAD and Singapore Management University and Fellow, Judge Business School, Cambridge University. Her research and teaching is in leadership, inclusion, sustainability, and inter-generational influences on the future of work. She is frequently invited to speak on related topics and is quoted/ published in leading business publications. In her executive function, she manages the operations of two research centers, striving to create an active community for interaction between academia and practice. She started her career with Citibank and went on to become Managing Director of an Asian conglomerate, before making a serendipitous transition to education. Prior to joining INSEAD in 2010, she was Associate Professor at S.P. Jain School of Global Management. She designs and teaches specialised programmes for senior corporate executives as well as MBA, EMBA and undergraduate students. She advises & trains global organizations on their Inclusion and Sustainability initiatives.

Vinika sits on several Boards and Advisory Boards, including European Women on Boards; Nine by 9, Singapore; and Board MatchUp (Asia). She serves as Ambassador, Power Women (India) and She2030 (Europe); International Advisory Committee, Mody University for Women & SP Jain Return to Work Programme; Representative, Global Business School Network; United Nations HeForShe Alliance and Steward Leadership Asia; and Member, Global EDI Forum, Cambridge University. She is an alumna of INSEAD, Singapore Management University (DBA, award-winning doctorate in leadership diversity) and IIM Bangalore (MBA).

Vinika believes that business has the potential to be a force for good, led by responsible managers. She is passionate about supporting under-represented group managers to make fulfilling work-life decisions, aiming to do this through active sponsorship rather than mentorship alone. She strives to engage all in the effort to foster DEI & ESG in their organizations and communities.

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