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Dr Vinika D. Rao is Executive Director, INSEAD Emerging Markets Institute, Gender Initiative & Africa Initiative, and Asia Director, INSEAD Hoffmann Global Institute for Business & Society. She also serves as Adjunct Professor, Singapore Management University.

Her research is in gender diversity in leadership, male allyship, millennials and inter-generational influences on the workplace. She is frequently invited to speak on related topics and is quoted/published in leading business publications. She started her career with an MNC bank and went on to become Managing Director of an Asian conglomerate, before making a serendipitous transition to education. Prior to joining INSEAD, she was Associate Professor of Strategy at the S.P. Jain Centre of Management, Singapore. She has taught MBA, EMBA and undergraduate students and conducted specialised programmes for corporate clients. She has an MBA from IIM Bangalore and an award-winning doctorate in leadership diversity from the Singapore Management University (SMU).

She currently sits on the boards of a non-profit organization and a think tank and advises Diversity & Inclusion initiatives at global organizations. She is also Ambassador, Power Women of India; International Advisory Committee, Mody University for Women & SP Jain Return to Work Programme; Ambassador, She2030 and Advisory Board, Nine by 9.

Vinika is passionate about supporting women managers to make fulfilling work-life decisions, aiming to do this through active sponsorship rather than mentorship alone. She strives to engage both men and women in the effort to foster gender balance in their organizations and communities. She believes that business has the potential to be a force for good, led by managers who value social impact and are committed to the UN Sustainability Development Goals.