

Inc.

The Magazine for Growing Companies



Presenting the...

Biz Kid Club

They have the inheritance. But the 2nd Gen also has perceptions to battle and points to prove. That's no cakewalk, as this crop of heirs tells us

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MD, The Blossom
Kochhar Group

BHARAT JOSHI
Director, ACTL

RAHUL SETH
Joint MD,
Suchir Gensets

NIRUPA SHANKAR
VP (Strategy),
Brigade Hospitality
Services

ISHAAN SURI
Director, Interarch

Carrying the Torch

Are the heir apparents ready to claim their space?



ON THE COVER

From left: Rahul Seth, Samantha Kochhar, Bharat Joshi, Nirupa Shankar and Ishaan Suri. Photograph by Subhojit Paul in Delhi. Cover design by Anil T.

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The Inheritors

Get to know the 2nd Gen of India Inc.—their challenges, aspirations and fascinating journeys make for great stories.

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Why Is It So Hard to Find Good People?

The problem might be you. Are you making any of these all-too-common mistakes when hiring?

BY APRIL JOYNER



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How I Did It
Patu Keswani

The founder of Lemon Tree Hotels has created a low-cost airline equivalent of the hospitality business. AS TOLD TO SHREYASI SINGH



NIRUPA SHANKAR
BRIGADE HOSPITALITY SERVICES

“You always
have to
be on
your toes”



Joining her family's ₹600-crore real estate business was never a given. Happily for everybody, Nirupa Shankar's ambitions and those of the Brigade Group slowly began to align perfectly.



AS TOLD TO SHREYASI SINGH
PHOTOGRAPH BY SUBHOJIT PAUL

Growing up, working in the family business was not always on my mind. There was never any pressure to do so. I was honestly just exploring things for myself. I studied Economics at the University of Virginia. Every summer, I'd come back to India and do different internships, be it in advertising, research or a hotel internship at The Leela Palace Hotel, Bangalore. I ended up taking a consulting job with Ernst & Young in the US after my graduation though—those are the kind of companies that come for jobs on campus. But I knew it wasn't something I wanted to do for the rest of my life. So I started taking evening classes in hotel opera-

