



Dr Vinika D. Rao

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Dr Rao's research and teaching is in diversity & inclusion, allyship, inter-generational influences on the future of work and sustainability. She is frequently invited to speak on related topics and is quoted/ published in leading business publications. 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, she was Associate Professor at S.P. Jain School of Global Management. She has taught MBA, EMBA and undergraduate students and conducted specialised programmes for senior corporate executives. 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 is an alumna of INSEAD (International Directors Programme), Singapore Management University (DBA, award-winning doctorate in leadership diversity), IIM Bangalore (MBA), and has completed various management programs at INSEAD and CEIBS.

Vinika sits on several Boards and Advisory Boards, including TiE Singapore; European Women on Boards; Nine by 9, Singapore; Kali Theatre, UK; Board MatchUp (Asia); and Hearth Ventures, India. She advises & trains global organizations on Diversity & Inclusion and Sustainability initiatives. She is also Ambassador, Power Women of India; International Advisory Committee, Mody University for Women & SP Jain Return to Work Programme; Ambassador, She2030 (Europe); Representative, Global Business School Network; UN Women HeForShe Alliance and Steward Leadership Asia; and Member, Global EDI Forum, Cambridge University.

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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