



Sunil Puri

APAC Director – Research, Innovation, and Product Development (RIPD)

Experience

Sunil is a seasoned leadership and human capital researcher and thought leader with 19 years of experience across large global organizations. Prior to CCL, Sunil served as head of Research and Insights at Human Capital Leadership Institute (HCLI), a center of excellence set up by the Singapore government to uplift the level of talent and leadership capabilities in Singapore/ASEAN. At HCLI, his work involved identifying, analysing, documenting and teaching strategic HR and Asian leadership trends and practices. He led the institute's pan-Asia research initiatives, advised western MNCs on regional talent strategies across ASEAN, designed CXO-level leadership training programs, and developed and delivered modules in executive education platforms. Sunil also spent over eight years at CEB's (erstwhile Corporate Executive Board) India office, with key responsibility of engaging and advising heads of HR in top 100 organisations on diverse strategic HR areas such as employee engagement and retention, performance management, HiPO development, succession planning, organisation design, and employment value proposition.

Current Role

Sunil leads CCL's Research, Innovation and Product Development (RIPD) efforts in Asia Pacific. In his current role, he is responsible for leading research/product development around leadership and leadership development in the region, and sharing the Center's point-of-view with key stakeholders. His current research interests include Asian leadership, global leadership development, and cross-cultural influences.

Educational Background

Sunil holds a post graduate degree in Technology from Indian Institute of Technology (IIT), Delhi, India (where he was a gold medallist), and post graduate diploma in management from Indian Institute of Management (IIM), Ahmedabad, India.

Professional Affiliations

Sunil's work has been published in regional and global journals, business/HR magazines, and newspapers. He has authored/co-authored several research studies including *Developing the Next Generation Indian Business Leader*, *CHRO 3.0: Preparing to Lead the Future HR Function in Asia*, *HR Leadership Stall Points*, *7 Myths of Leadership Development in Asia*. A thought leader in the human capital and Asian leadership field, Sunil is a frequent speaker at regional and global forums. In 2015, he co-edited a book titled *Human Capital Insights: Inspiring Practices from Asia, for Asia*. The book was sponsored by Singapore's Ministry of Manpower. He was also a part of the audit team for the Singapore government-sponsored Asian Human Capital Award in 2015.