

Meena Chaturvedi

Turning Challenges into Opportunities Through Purpose-Driven Leadership

MEENA CHATURVEDI

Vice Chairperson of Gainwell Group

"Every challenge is an opportunity to solve for millions."

This guiding principle has shaped Meena Chaturvedi's journey from civil servant to corporate leader. As Vice Chairperson of Gainwell Group, she has consistently demonstrated that leadership is not about titles, but about solving real problems—whether in governance, rural digitization, or corporate transformation. Her ability to translate complex issues into sustainable solutions makes her one of India's foremost changemakers.

● SOLVING FISCAL DISCIPLINE: FROM CIVIL SERVICES TO POLICY REFORM

India in the late 1980s faced the pressing challenge of fiscal instability. Meena, beginning her career as Deputy Accountant General, tackled this problem head-on along with her team of experts. Armed with a Master's in Economics from Delhi School of Economics and an M.Phil. from the Indian Institute of Public Administration, she played a pivotal role in introducing solutions for fiscal

From fiscal reforms to rural digitization, sustainability, and corporate governance, Meena Chaturvedi has built her career solving India's most pressing problems with scalable solutions.

responsibility. As Director in the Budget Division, she was part of the core team implementing the Fiscal Responsibility and Budget Management (FRBM) Act—a reform that continues to safeguard India's financial discipline today.

Later, as the founding Executive Director of the Pension Fund Regulatory and Development Authority (PFRDA), she was part of the team that solved another national dilemma: the absence of a social security net for 430 million unorganized workers. Co-designing the New Pension System (NPS), she helped craft a sustainable model of old-age security. The NPS was not just policy; it was a problem-solving framework that balanced financial viability with long-term social impact.

● SOLVING RURAL EXCLUSION: DIGITAL GOVERNANCE AT SCALE

Rural India has grappled with lack of access to services and economic opportunities for long. At Sahaj e-Village Limited, Meena addressed this problem by creating a digital bridge. Leading a team of 1,100 professionals and 24,000 entrepreneurs, she helped build a network of 30,000 Common Service Centres (CSCs). These CSCs became not just service delivery points but problem-solving hubs—bringing government schemes, e-learning, and entrepreneurial opportunities to villages.

By empowering unemployed youth become digital entrepreneurs, she solved the challenge of rural joblessness while fostering inclusive growth. The ripple effect of this model has since inspired global programs in rural digitization.

● SOLVING FOR SUSTAINABILITY: CORPORATE TRANSFORMATION AT GAINWELL

When Meena joined Gainwell Group's Board in 2016, she was confronted with an urgent question: how can heavy industry grow while remaining environmentally and socially responsible? Her answer lay in embedding ESG deeply into business practices. Under her leadership, Gainwell achieved USGBC and LEED Platinum certifications for its Greater Noida headquarters. She drove initiatives



Guided by Purpose, People, Planet, Profit, Meena Chaturvedi turns challenges into opportunities—reshaping corporate India while driving social inclusion and sustainability

such as biodiesel-ready fleets, predictive maintenance digitization, and a 20 MW solar energy goal—direct solutions to the twin challenges of emissions and resource efficiency.

At the same time, she solved for employee trust and culture. By ensuring Gainwell remained a Great Place to Work for seven consecutive years, she underscored her belief that sustainable corporate growth must rest on people-centric foundations.

● SOLVING SKILL GAPS AND INEQUITY: SOCIAL IMPACT AT SCALE

India's dual challenge of unemployment and lack of technical skills has been central to Meena's CSR vision at Gainwell. She spearheaded training programs for underprivileged youth, equipping nearly 400 young men and women with skills to become operators and technicians. The problem she solved was not just lack of employment but the absence of pathways for the disadvantaged to participate in India's industrial economy.

Her focus on Diversity, Equity, and Inclusion addresses another systemic gap—women's underrepresentation in STEM and heavy industries. By setting

a 12% diversity target and encouraging women in leadership, she is solving structural inequities while reshaping industry norms.

● SOLVING FOR GROWTH: STRATEGIC ACQUISITIONS AND GOVERNANCE

In January 2024, Gainwell's acquisition of TIL Limited presented challenges of integration, governance, and synergy creation. Meena played a key role in solving these by emphasizing financial discipline and cross-company collaboration. Today, she continues to guide Gainwell Engineering, Gainwell Commosales, Gainwell Trucking, and Acceleron Solutions with a problem-solver's mindset—balancing operational challenges with opportunities for value creation.

● A CHANGEMAKER WHO MULTIPLIES SOLUTIONS

Meena's philosophy rests on four priorities: Purpose, People, Planet, Profit—in that sequence. Each represents a problem she is solving. Purpose addresses the need for meaningful work, People ensure equitable opportunities, Planet tackles sustainability, and Profit sustains long-term impact.

Her legacy lies in creating solutions that empower others—whether through pensions for informal workers, entrepreneurship for rural youth, or skills for disadvantaged communities. Her problem-solving approach ensures that every initiative creates ripple effects of empowerment.