



Global Adjustments

Easing your passage to and from India

RANJINI MANIAN SPEAKING BIOGRAPHY

In a world which is looking keenly at India business, the key differentiator between organizations that win and those that don't is a keen knowledge of Indian behaviour vis a vis the world and what actually works here.

RANJINI MANIAN has dedicated her career to addressing this important issue. Using her 16 years of experience as an entrepreneur running India's premier relocation and cross-cultural services company – **Global Adjustments**, editor of India's only cultural magazine for expatriates **Culturama**, writer and experienced speaker at Indian and international forums, she has synthesized the lessons learned from interacting with over 75 nationalities, and across companies, sectors, cultures and geographies to identify the essence of successful interactions for Global Citizens in the 21st century.

In her role as an author, cross-cultural consultant and speaker, Ranjini has many achievements to her credit. To name a few – she has written *“Doing Business in India for Dummies”*, contributed articles to various international publications, is a regular columnist in Business Line, India's premier business daily newspaper, and has a book under publication with Penguin *“Upworldly Mobile”* which teaches behavioural skills to new Indian Managers. Her vast experience in cross-cultural issues has made her a sought-after panellist and speaker on any issue connected with inter-cultural relations, gender issues and entrepreneurship, both in India and abroad. In particular she is a renowned speaker on Indian business culture for C-suite expatriates. Her style is interactive, anecdotal and peppered with humour, with practical take-aways.

She has a Bachelors degree in “Psychology and French literature” from the Elphinstone College in Mumbai and a Diploma in French Civilisation from the University of Sorbonne, Paris. She is certified in Mastering Negotiations from Harvard University.



Speeches / Public Presentations

- Porsche Museum Stuttgart, Germany, May 2011, KPMG "Annual European (upcoming)
- Mumbai, India, May 2011, "Doing Business in India" for the New Zealand Trade and Enterprise Consulate
- Hyderabad, India, April 2011, Facebook multicultural Landing Team of Expatriates
- Mumbai, India, March 2011, "Doing Business in India" for the senior management of VINCI
- Chennai, India, March 2011, India-Immersion program for a delegation of the Women's Leadership Board of the Harvard Kennedy School
- Chennai, India, February 2011, "Taste of India" for an expatriate delegation of BMW
- Mumbai, India, January 2011, Capgemini "Why Do Indian's do that"
- Chennai, India, January 2011, JIWO Conference at the Jawaharlal Nehru Indoor Stadium "Entrepreneurship in Relationships"
- Zurich and Luxemburg, October 2010, KPMG Road Show for CEO's
- Hyderabad, India, December 2010, Deloitte "Empowering Global Citizens"
- Chennai, India, December 2010, Price Water House Coopers "Women's Network" launch
- Chennai, India, September 2010, Confederation of Indian Industries "Connect 2010"
- Bangalore, India, October 2010, NASSCOM "Diversity and Inclusion" Conference
- Chennai, India, 2010 July, TIE (The Indo-US Entrepreneur) - Conference
- Delhi, India, March 2010 International Airport Limited DIAL "Women's International Day"
- Hyderabad, India, September 2009, Indian School of Business
- Chennai, India, January 2009, "Immersion into India" for Jeff Bezos, CEO & Founder of Amazon.com

- Bangalore, India, December 2008, Indian Institute of Management Bangalore "Expatriate Views India"
- Bangalore, India, October 2008, EADS – "European Aeronautical Defense and Space Company"
- Denver Colorado, June 2008, Employee Relocation Council

Website: www.globaladjustments.com

Blog: www.globaladjustments.com/wpblog/

Videos: globaladjustments.com/youtube.html

Client Feedback

"Customers rule! And you obviously know that because you're treating your customers very very well!"

Jeff Bezos, Founder CEO Amazon



"Global Adjustments' skills and capabilities are on both sides. They understand Expat and Indian behaviour as they have worked with so many cultures and are Indians themselves. It was very helpful to use their services"

Jukka Lehtela, Nokia



"Thanks to Ranjini for a great session on Indian culture at the Facebook India office, she had our employees enthralled! You are the best culture rep for the country!"

Madan Nagaldinne, HR Head Asia Pacific, Facebook



"Good, relevant content and practical examples – excellent session!"

Gavin Young, Consul General of New Zealand

