

Strictly confidential

Confidential Report:

Manoj Leelanivas

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EgonZehnder

Manoj Leelanivas

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+1 408 398 0917



Location: Santa Clara, CA

Education

1993 MS, Computer Science, University of Kentucky
1990 BTech, Computer Engineering, Natinal Institute of Technology, Surathkal, India

Executive Roles

2018 – present **JUNIPER NETWORKS**
Chief Operating Officer
2021 – present
2018 – 2021 Executive Vice President & Chief Product Officer

2013 – 2017 **CYPHORT** (*acquired by Juniper*)
President and Chief Executive Officer

1999 – 2013 **JUNIPER NETWORKS**
2012 – 2013 Group Executive Vice President of WW Sales, Advanced Technologies
2010 – 2012 Executive Vice President & General Manager, JRS Business Group
2007 – 2009 Senior Vice President & General Manager, Edge & Aggregation Business Unit
2005 – 2007 Vice President, Product Management and Marketing, IPG
2003 – 2005 Vice President, Engineering, JUNOS, IPG
1999 – 2003 Director, Engineering & Technology Innovator

1993 – 1999 **CISCO SYSTEMS**
Senior Software Engineer & Technical Lead, Routing and Voice Technologies

WHY WE ARE PRESENTING THIS CANDIDATE

- **Manoj Leelanivas is a seasoned technology executive with a strong enterprise systems background for a public company at scale. His experience in growth and transformation make him an attractive CEO candidate for SGH**
 - He has a proven track record of leading companies through transformational change and has successfully completed a software transformation at Juniper, which resulted in enterprise revenue growing 25% year over year, now accounting for 40% of the company's revenue.
 - He led a GTM transformation, which included segmenting personas, creating inside sales, and re-segmenting his team. His experience in transforming Juniper strong leadership, a more clearly defined strategy, and clear product direction around software and services are highly relevant.
- **Manoj brings experience in building strategy and defining strategy, contributing to Juniper's transformation.**
 - He led the acquisition of four companies at Juniper, which resulted in enterprise revenue accounting for 50% of the company.
 - Manoj has also rationalized costs a few times during his tenure and has experience with that requirement. He believes in investing in growth but also taking out costs maniacally in areas where needed.
 - When necessary, he is not afraid to make leadership changes – he replaced four of eight leaders and restructured into three businesses, which involved heavy cuts, especially in legacy to fund growth. His experience in managing costs while investing in growth would be invaluable to a company that needs significant transformation.
- **Manoj has good board experience and has a clear communication strategy.**
 - Today, Manoj works closely with the Juniper board, which treats him as #2, and has a consistent dialogue with them.
 - He believes in having a clear strategy to give clarity in working with the board and setting expectations.
 - Externally, he serves on the board of Automation Anywhere, a global software company focused on robotic process automation.

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FIT AND LEADERSHIP STYLE

- Manoj's leadership style is characterized by his ability to communicate effectively and "prioritize the mission, hearts and minds". He believes that getting the mission right is critical to ensuring that everyone is aligned and working towards the same goals. He also prioritizes building relationships, trust, and engagement with employees to win their hearts and commitment. Only then does he focus on the mind part, which involves setting clear rules and expectations. He has found that this approach works well in leading teams through transformational change.
- His communication priorities include holding all hands meetings every two weeks, using one slide to set context, and then engaging in Q&A. He also leverages technology, such as Teams and Zoom, to stay connected with employees and chat on Teams. Overall, his communication style is clear, concise, and focused on building relationships and engagement with employees.

INTEREST LEVEL

- Manoj is quite interested to find a CEO role at a systems company with \$500M- \$1B in revenue that needs significant transformation, and is quite intrigued to learn more about SGH. While he has been the official heir to the CEO position at Juniper for the last couple of years, there is no set timeline for that transition. If the right opportunity presents itself, it is a very good time for him to make this move.

AREAS TO PROBE

- While Manoj has a proven track record of leading companies through transformational change, he has not yet held a CEO position at this scale. It will be important to probe his leadership style, decision-making process, and ability to manage a company of this size. How would he approach managing a company of this size and what steps he would take to ensure that he is successful in the role?
- Another area of focus is his lack of specific industry experience in high performance computing and edge computing. While Manoj has broad experience in hardware, software and services, he does not have the same level of expertise in these specific areas as candidates who come specifically from the HPC/specialty computing and memory sector. What is his current understanding of HPC and edge computing, and how he would go about learning more about these areas? Has there been a time when he had to learn about a new technology or industry, and how did he approach that learning process?

HELPFUL LINKS

- LinkedIn Profile: <https://www.linkedin.com/in/mleelanivas/>
- Corporate Blog: <https://blogs.juniper.net/author/manojl>
- Interview with ZK Short (Video, 1:28) – May 5, 2023: <https://www.youtube.com/watch?v=sNDVOH7cd5E>
- Shattering The Glass Ceiling – Be Bold Podcast (Video, 37:06) – Jan 20, 2023: : <https://www.juniper.net/us/en/the-feed/topics/manoj-leelanivas/be-bold-podcast-episode-3-shattering-the-glass-ceiling.html>