Date: 18th September 2020

For the attention of Tech Nation:

Regarding the application of **Mr. Raghavendra Varaprasad Yadav Gangadhari** for Exceptional Talent status in the UK in the field of digital technology.

I Kishore P**, Delivery Manager, Tata Consultancy Services,** with 25+ years of international executive-level experience of leading high value Fintech global accounts responsible for build, nurture and grow client relationships by successfully delivering high impact IT engagements and transformation outcomes in a global, multi-polar, multi-cultural environment. I have strong record of accomplishment in delivering value to clients through business transformation, technology and digital strategy engagements.

I have known GRVPrasad since April 2014 in the capacity of Delivery Manager at **Tata Consultancy Services** performing a role of DevOps Engineer/Lead DevOps Engineer specialising in digitization of organisations through Design Thinking led process optimisation leveraging advanced and emerging technologies. In this role, GRVPrasad owns end to end solution sales for lean digital transformation programs that includes digital technologies like RPA, Conversational AI, Machine Learning and Cloud. **He** **leads digital growth and technology services for European clients of $25M USD where he successfully sustained a robust annual growth year-on-year**.

GRVPrasad is a value creation strategist focusing on Fintech industry by aligning technology innovations with customer business outcomes to anticipate, shape, and lead major market digital transformation solution and sales through Robotics Automation and Artificial Intelligence. He stands out from other leaders that I have worked with in his ability to apply very deep technical skills in a leadership context. His rare and niche solutions experience includes Digital Strategy, Service Design and Implementation of Financial applications, advising on building composite applications with BPM and SOA infrastructure and Operations design. This combination of technical skills, vision, and management execution ability is exceptional.

GRVPrasad has designed and setup a digital IT ecosystem that includes integration of Multiple Clouds, Self-healing platform (zero-touch resolution), an Advance tool as a system of engagement, Advance analytics that enables end to end ownership with a world-class customer experience. This indeed is considered as Tata Consultancy Service’s unique selling preposition for customers. GRVPrasad took a step further by building a Machine Learning solution, leveraging the Digital eco-system, for a chain of 16500+ variety stores and was instrumental in selling first ever Machine Learning solution for Aviva. He led the overall solution and commercial modelling of the solution and creating a compelling preposition for the customer buy the product. The first project win of $86K USD has opened a huge market thus making this win a critical milestone for Tata Consultancy Service.

In the other engagement, GRVPrasad worked with me to craft digital based risk framework for a British multinational financial services company (£5B GBP) headquartered in Norwich. During the program (revenue $35M USD) he demonstrated exceptional skills by collaborating with client group resilience leadership and Tata Consultancy Service teams to build digital risk and resilience framework that would be adopted by the bank globally.

The other mentionable program where GRVPrasad led the end to end program from solution sales to delivery was for a British [multinational](https://en.wikipedia.org/wiki/Multinational_corporation) retailer with turnover of £65B GBP in United Kingdom. In this program (revenue $15M USD), GRVPrasad spearheaded the solution sales and delivery around migration support and defined finance enduring model that leverages digital technologies like Cloud and Machine Learning, self-learning, DevOps solution for finance community at UK. The program has got appreciations from CEO, CFO and CIO for leveraging advance technologies to build enduring model and for meticulous first time right execution.

I have several examples where GRVPrasad’ s work is recognised as an exceptional solution sales leader for leading digital enabled solutions and delivering them to exceed client expectations.

Beyond his job duties, GRVPrasad is invited to several leadership meetings to share learnings and success stories for the emerging technologies and how these technologies are leveraged for building robust solutions making a big difference to Tata Consultancy Service and its customers in across UK.

He makes a conscious effort in giving back to the society through sharing his knowledge in mentoring and coaching programs. He recently accepted to be a sponsor for 6 months Executive sponsor Program for Assistant Vice President’s that is designed to strengthen the talent pipeline by coaching, upskilling on critical digital and behavioural skills and giving opportunity to gain exposure to new projects and RFPs.

The above is one of the many examples of GRVPrasad ‘s impact on organization. It came without a surprise when after only couple of years in his role in UK GRVPrasad made such a significant impact to UK technology sector. He is definitely among top talent in his field, and this is evident through his revenue growth. Without a doubt, GRVPrasad’s innovative global outlook, contagious ambition and insatiable appetite for learning make a perfect fit for the Tech Nation visa.

GRVPrasad, as a digital leader, is a strong asset to any team – He is not only a collaborative team leader but his breadth of business knowledge, unique analytical approach to problem solving and rich digital experiences, enable him to be a powerful contributor. I witnessed this last year when GRVPrasad was invited as the speaker at Tata Consultancy Services graduate learning program in India. During that session, he demonstrated his native technology intelligence, excellent communication and strategic thinking in a compelling and synergetic fashion that was well appreciated by the audience.

His in-depth knowledge of digital technologies and commercial modelling is a huge advantage to our entire business team, spearheading 15% year on year growth, profitability and operational excellence. He puts this skillset to work in order to grow customer satisfaction score and drive business growth in this region.

Along with his undeniable talent, GRVPrasad has always been an absolute joy to work with. He is a true team player, and always manages to foster positive discussions and bring the best out of other colleagues and clients.

GRVPrasad long-term aspires to start his own company in the UK for enabling FinTech sector to embrace the digital journey through DevOps and AI-based projects. In the last few years, GRVPrasad has studied UK economy's digital needs, built strong CIO level relationships and have firm plans to launch his company in London. I truly admire his talent, both entrepreneurial and digital, and confident that he will benefit by staying in UK and leveraging its ecosystem to successfully bringing his dream to life and contributing in strengthening UK digital economy.

GRVPrasad offers a very valuable, scare expertise in the niche areas of DevOps and Machine Learning product development that I have not witnessed in other colleagues or individuals I have met during my career. The work that GRVPrasad is doing in his career and the contribution he makes to the future generation through his work with me both at Tata Consultancy Services and at client sites is without a doubt making a positive impact on the UK digital economy and has done so in the past. With this assessment of his world leading talent, expertise and contribution, I can see GRVPrasad as one of the great assets brought to the UK digital economy from overseas. I will be happy to answer any questions regarding this letter on my professional experience and personal view of GRVPrasad.

Best Regards,

Kishore P

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