

Vinayak Jayaram

CHRO, Zurich Kotak General Insurance

Vinayak is a seasoned HR leader with over 20 years of experience across insurance, consulting, retail, and financial services. As CHRO at Kotak General Insurance, he played a pivotal role in establishing robust HR systems and practices. At Zurich Kotak, he leads the post merger integration of HR, branding, administration, and culture, with a clear focus on aligning people strategy to business outcomes.

He has introduced AI driven HR analytics and digitized core HR processes to reshape decision making, efficiency, and employee experience. His initiatives in leadership development and DE&I have fostered a more inclusive, high performing culture while strategic workforce planning and process optimization have delivered measurable gains in productivity and cost efficiency. Prior leadership roles at McDonald's India, Mercer, and Ocwen/Altisource saw him drive transformation across performance management, rewards, and organization design.

Vinayak holds a PGD in Human Resources from XLRI Jamshedpur and a BE in Electrical Engineering from REC Jamshedpur. He was recognized as the Financial Express Digital Influencer of the Year 2024 for his contributions to digital and AI led transformation in the BFSI sector.