

# BUILDING HIGH-PERFORMANCE TEAMS

Lessons from *Military Leadership*  
and Large-Scale Operations

**JUN  
01  
2026**

MONDAY, 6:00 pm - 7:30 pm  
MMA MANAGEMENT CENTER



**LT GEN PN ANANTHANARAYANAN  
AVSM, SM (RETD)  
INDIAN ARMY**

## **SYNOPSIS**

In an increasingly volatile and complex business environment, building high-performance teams requires more than conventional management practices—it demands resilience, clarity of purpose, and disciplined execution. Drawing from nearly four decades of distinguished service in the Indian Army, Lt Gen P.N. Ananthanarayanan, AVSM, SM (Retd), brings powerful insights from leading large-scale military operations, strategic commands, and one of the world's largest training institutions.

In this session, he will translate battlefield-tested leadership principles into actionable frameworks for corporate and institutional leaders. The talk will explore how to align diverse teams toward a shared mission, foster accountability and trust under pressure, and sustain performance in dynamic, resource-constrained environments. Through real-world examples—from commanding formations across challenging terrains to managing complex infrastructure and training ecosystems—he will highlight the importance of adaptability, stakeholder integration, and continuous capability building.

Participants will gain practical lessons on decision-making under uncertainty, nurturing future leaders, and creating organisational cultures that thrive on discipline, innovation, and collaboration—key enablers for high-performance teams in today's competitive landscape.

## PROGRAMME

- 5:15 PM Registration & High Tea
- 6:00 PM Welcome Address  
**Mr Lakshminarayanan Duraiswamy**  
President, MMA &  
Managing Director, Sundaram Home Finance Ltd
- 6.05 PM Chairman's Opening Remarks  
**Mr Raju Venkatraman**  
Past President, MMA &  
Founder, MD & CEO, Medall Healthcare Pvt Ltd
- 6.10 PM Address by the Speaker  
**Lt Gen P N Ananthanarayanan, AVSM, SM (Retd)**  
Indian Army
- 7.00 PM Q&A Session
- 7:20 PM Chairman's Closing Remarks  
**Mr Raju Venkatraman**
- 7:25 PM Vote of Thanks  
**Gp Capt R Vijayakumar (Retd), VSM**  
Executive Director  
Madras Management Association
- 7:30 PM End of the Programme



## **Lt Gen P N Ananthanarayanan, AVSM, SM (Retd)**

*Indian Army*

Lt Gen P.N. Ananthanarayanan, AVSM, SM (Retd), is a highly decorated senior officer of the Indian Army with an illustrious career spanning nearly four decades. Commissioned in 1984, he has held several key strategic, operational, and administrative appointments, including commanding an Infantry Battalion, Brigade, Division on the Line of Actual Control, and a Corps in the Western theatre.

An accomplished leader in large-scale operations and organisational management, he has extensive experience in handling complex, high-pressure environments and leading diverse teams. As Commandant of The Infantry School—one of the largest training institutions in the world—he was responsible for training over 16,000 personnel, including officers from friendly foreign nations, while continuously modernising training systems in line with evolving operational needs.

Lt Gen Ananthanarayanan has also played a significant role in infrastructure development, project management, and stakeholder engagement, managing large budgets and working closely with government bodies, industry leaders, and institutions such as CII and FICCI. His contributions include driving indigenisation initiatives and fostering civil-military collaboration.

A recipient of the Ati Vishisht Seva Medal (AVSM) and Sena Medal (SM), he is widely recognised for his exceptional service, leadership, and commitment to excellence. His expertise spans organisational strategy, human resource management, and team development, making him uniquely positioned to share valuable insights on building high-performance teams and leadership in dynamic environments.



## **Mr Raju Venkatraman**

Past President, MMA &

Founder, MD & CEO, Medall Healthcare Pvt Ltd

Mr. Raju Venkatraman, popularly known as Raju, obtained his B.Tech. in Chemical Engineering in 1981 from IIT Madras and completed an executive MBA, including a 3-tier training program, at Indian Institute of Management, Ahmedabad. He also has a Diploma in Quality Education Systems from the General Motors Institute, USA.

Raju has always led from the front, right from starting his career with Cadbury-Schweppes. At Electronic Data Systems (EDS), he pioneered the innovation and application of Digital Imaging Technology. He led the team in integration of Raster Image Scanning and Tagged Image File Formats with files, compression techniques, optical disk storage, and early adoption of Ethernet communication. He was the founder of Vetri Systems, and a pioneer in Business Process Outsourcing in bringing work to India rather than getting the work done in USA. In this sector, his contributions include adoption of satellite technology for data transmission. He also initiated the movement of BPO to tier 2 and tier 3 cities in India, which opened up many job opportunities in those areas.

Currently as the MD and CEO of Medall Healthcare Private Limited, Raju is taking Healthcare Diagnostics, Wellness & Preventive Care to several small towns across the states of Tamil Nadu, Karnataka, Andhra Pradesh, Kerala and Maharashtra. Medall is partnering with several organizations, and also with IIT Madras in providing 24X7 counseling services for students at IIT Madras.

Raju has been honored with the AIM Excellence Award. He has been recognized as one of the top 50 entrepreneurs in Michigan for the years 1994 and 1995, and was the recipient of the "American Dreamers" award from Crain's Business Magazine for the year 1999. For close to two decades, Raju has been associated with Young Presidents' Organization (YPO). He was the Chairman for TiECON 2013 Chennai Chapter. He passionately believes in mentoring young entrepreneurs, and plays basketball with equal passion.

In recognition of Raju Venkatraman's contributions as an entrepreneur, leader and manager, IIT Madras and its alumni are proud to confer him IIT Madras Distinguished Alumnus Award.

## CONNECT WITH US



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### MADRAS MANAGEMENT ASSOCIATION



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