



Subhrajit Basu
Assistant Vice President
Tata Business Excellence Group

Subhrajit Basu is a Performance Excellence and Organisation Transformation professional. He has closely worked with various industry sectors in the Tata group. Within TBExG, as part of the Leadership Team, Subhrajit assumes a pivotal role, leading the Service Delivery function. This includes TBEM Assessments, Excellence Competency Development, Cyber Excellence, and IT & Digitisation processes. He fosters an ecosystem of mentors, team leaders, assessors, subject matter experts, and process consultants. He has spearheaded the restructuring of the assessment process and led the introduction of the criteria for Performance Excellence, TBEM 2.0, as well as introduced the Cyber Excellence programme.

Subhrajit has facilitated over 30 Business Excellence assessments across various industry sectors, including focus area assessments such as data & analytics, operations, customer management, and organisational culture. His expertise extends to facilitating over 60 competency development programmes across diverse geographic regions, benefitting over 1,200 senior leaders and middle management executives.

Subhrajit's career with the Tata group spans more than 21 years, commencing with his tenure at Tata Motors. During his tenure there, he held various roles in Business Excellence, Commercial Services, Strategy Management, and Human Resources. Notably, he played an integral role in guiding the successful attainment of the coveted JRDQV award by Tata Motors' commercial vehicle business unit among many other accolades.

Subhrajit holds a Post-Graduate Degree in Commerce from Calcutta University and completed his HRM from XLRI Jamshedpur. He has attended the Tata Group Executive Leadership Seminar (TGELS), facilitated by the University of Michigan and the Tata Management Training Centre. He holds an array of certifications, including BELBIN Team Roles Accreditation, Culture Change Leadership, DuPont Lead Safety Effort training, and is a Certified Manager of Quality/Organisational Excellence by the American Society for Quality (ASQ). He is also a Team Leader in the CII excellence framework assessments.

Subhrajit is equally committed to nurturing the next generation of leaders as he mentors PGP students at IIM Nagpur and holds the President role in the Jamshedpur chapter of the Indian Society for Quality. He has served as the President of the Rotary Club of Jamshedpur East, led several societal initiatives, and brought numerous laurels, including the 'Club Excellence Award' from Rotary International & The Rotary Foundation.

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