THOLONS GLOBAL BUSINESS INNOVATION SUSTAINABILITY INDEX™

2023

INNOVATION AT SCALE

BUSINESS | LIFE | DIGITAL | DEI | SUSTAINABILITY

www.tholons.com

TGBISI - 2023

Tholons Global Business Innovation Sustainability Index (TGBISI) is the leading touchstone to benchmark the accelerated digital transformation of industries and services globally. The index evaluates ranks and provides location strategies to multinational corporations, countries, governments, multi-lateral agencies, analysts and investors. Digital is a critical element in transforming industries globally. Digital innovation in emerging technologies, such as cloud/edge, human-AI, big data, metaverse and analytics will sustain even in the coming decade. Re-imagining of consumer experience, transcendental knowledge, sustainability, future readiness, digital competitiveness, diversity & inclusion are the way forward. The nations with powerful ecosystems, great place to do business, safe and high standards of living, sustainability, equitable practices using innovation and technology at scale will lead the future and change the narrative.

There is a need for enterprises to re-imagine new model for personalization, that emphasizes customer agency. Organizations will need more active engagement strategies, if they want to thrive and succeed. Leading businesses are adopting “human-AI” collaboration. As social distancing becomes the norm, in many industries, robots are transitioning faster than expected from regulated environments to unregulated environments. Corporations and governments are looking for more and newer "contact-less" solutions.

AI driven intelligent automation solutions, available from Tholons (www.tholons.com), and the world’s leading consulting and technology companies are being deployed by world’s visionary businesses. You, as a leader have the fiduciary responsibility to your employees, customers, families and your business to act NOW! We are living in a very dynamic and exciting world, where the challenges and opportunities are immense. Let’s go out there and re-design the experience, embrace innovators and drive change for success of enterprises.

Tholons introduced innovation, startup ecosystem and digital transformation as key components to define its index for **Top 50 Digital Nations** and **Top 100 Super Cities** in 2017. The current **TGBISI – 2023** has a much higher emphasis on digital innovation, sustainability, diversity, equity and inclusion, supplementing talent, business catalyst, globalization workforce, cost, health, education and risks.

Our Thought Leadership – Focus Sectors

Businesses and lives today have more options than ever before with technology, innovation and speed. We are seeing more and more advances and disruptions manifest and scale. The need for speed and usability is higher than ever, as the world continues to evolve. To build solutions and products that were previously simple to get, organisations need even higher degrees of agility. Countries embracing Business, Life, Innovation, DEI and Sustainability as the key focus areas will move forward and impact the global ecosystem for excellence. Let's look at few sectors that are transforming innovation at scale.

Fintech

Today's fintech companies are innovating by focusing on the limitations of traditional banking processes. They are leveraging technologies like mobile applications, cloud technology, blockchain, data analytics and artificial intelligence (AI) to enhance convenience, user experience and address the functionality gaps, which are difficult to bridge using traditional models.

Women control more than 60% of all personal wealth in the U.S. Yet globally, women have fewer savings and invest less than men. A report by Fidelity found that women who did invest outperformed men by 40 basis points. More women in the workforce means greater spending power. Tools and platforms are key to manage and amplify women's financial wellness.

Healthcare

Innovative startups and companies are offering wide range of technology enablers for clinical solutions, healthcare applications, medical devices, wearable technologies, data analytics and virtual reality. The devices linking personal fitness to an individual's lifestyle and supporting predictive medicines have become a necessity. There are many inventions by startups in the field of healthcare. The applications help diagnose, monitor and manage patients in a better way.

Women make 90% of healthcare decisions for their families. Yet, their health garners little attention. Less than 2.5% of publicly funded research in the developed markets is solely to reproductive health despite the data suggesting that almost a third of women suffer from reproductive or gynaecological health problems. AI and technology can change this.

Future of Work

Digital is not anymore, a mere technology, it is now part of everyday life – live, dine, exercise, bank, shop, learn, travel, work etc. Enterprise Innovation at Scale is about delivering a re-imagined and exemplary consumer/client experience, through innovation, artificial intelligence, machine learning and intelligent automation. Experiences are being redesigned to wow consumers across retail, media, banking, restaurants, food delivery and even supply chain. Each element of an enterprises business and consumer is being re-imagined to deliver, the wow unexpected experience.

Technological advances and social factors have normalized remote and flexible work. This is a game changer for working women globally who have struggled to balance work and family. With the emergence of platforms that enable women to be part of the workforce, including childcare and eldercare, companies can now tap into a powerful talent pool.

Consumer

We are all evidencing the fact–we don’t work the way we did before. Everyone is looking for change and so should be the wavelength of the product/service providers. There is always this growing expectation from consumers; and technology is the answer to it. The consumer market has become more sorted. Providing complex user interfaces is no longer attractive to consumers. Customers tend to buy products with additional features, but the preference is towards simple and user-friendly products. Technology and service providers must focus on innovation while keeping statistics in mind. Demographics affect consumption pattern, which in turn affects consumer culture, values, attitudes, and expectation.

Technology and women's rising economic power are reshaping the consumer market. Women consumers want products and services that provide value to her. Women will control 75% of discretionary spending worldwide by 2028. Women's progress and participation at the workplace will lead big changes in marketing and customer engagement.

Metaverse

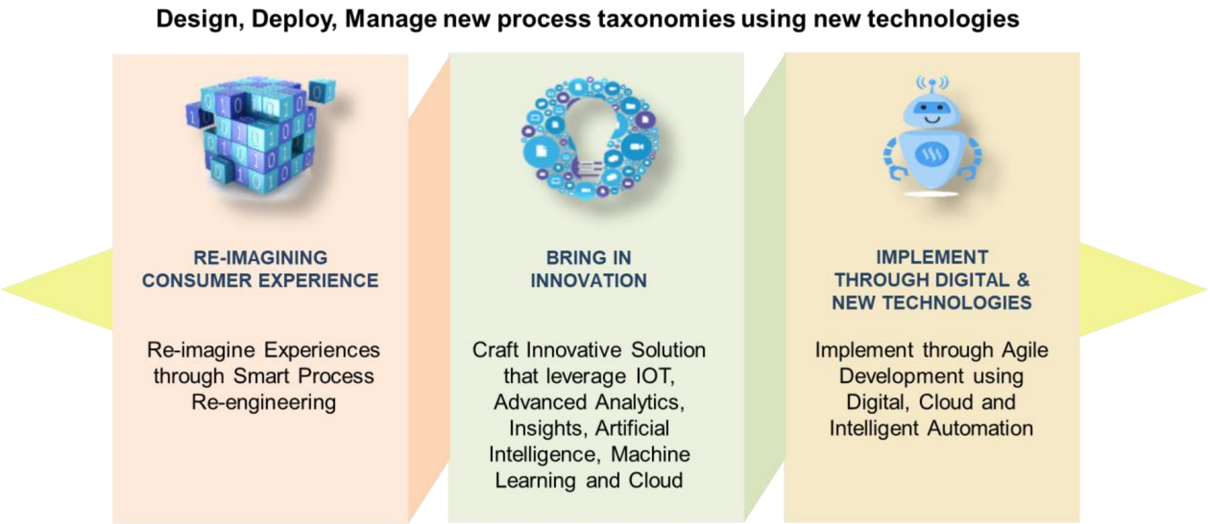
Metaverse enables creators, builders or leaders in the decentralized world. It is the next internet revolution. Every platform, organization and digital economy is moving towards decentralisation - bringing community and the people at the centres of digital economic decisions, business creation and finally making wealth generation inclusive. Women will lead the creator economy.

Climate Tech

Climate tech is defined as technologies that are explicitly focused on reducing GHG emissions or addressing the impacts of global warming. Climate tech continues to be a hot ticket, with raising investment figures. The climate tech market is a rapidly maturing asset class, offering investors significant financial returns 5 and the opportunity for outsized environmental and social impact.

Innovation at Scale for Enterprises

Innovation at scale for enterprises is a digital transformation process/function which brings three key elements to deliver sustainable impact:



**Source: Innovation at Scale, a book by Ankita Vashistha & Avinash Vashistha*

1. **Re-image Consumer Experience**—Enterprises are working with creative design studios to re-imagine consumer experience through a process of “dreaming.” The idea is to take clients and consumers to a state of levitation that can enable them to dream the impossible. It is important to ensure that the dreamers are free from the shackles of technology, practicality and implementation realities. This creates a sweet but near impossible dream. How do we make the impossible, possible!

2. **Bring in Innovation**—The world is full of innovators, who have re-imagined, re-designed and implemented amazing innovative solutions to deliver snippets of near impossible dreams. It is possible to explore, discover and bring in these innovations to make the impossible dreams, near possible. The solution design through innovation in most cases delivers the wow consumer/client experience. The innovative solution includes data and intelligent automation strategy, cloud, mobility, blockchain, AI, social media, IoT, machine learning and cybersecurity with advanced analytics to unlock new intelligence. The solutioning augments the power of humans with artificial intelligence, leverage AI and advanced analytics algorithms to sense, comprehend, act and learn across value chain at an unprecedented speed and scale.

3. **Implement through Intelligent Automation**—Todays implementation is agile, powered by artificial intelligence, digital technology and machine learning. Today’s workforce consists of digital workers. A combination of all these elements is what we call intelligent automation. The operations at workplace is set to have both human and digital workers, becoming an intelligent workforce completing the task/set of tasks with the power of intelligent automation, analytics and decision-making capabilities while increasing the productivity and quality and cutting down the cost. In the process of intelligent workforce operations, cognitive technologies play an important role, learning from the best.

Pivoting to the NEW equitable reality

We have seen a drastic change in how digital transformation is being embraced by clients. The global pandemic and climate change has had one of the biggest impacts on the relevance of how countries embrace Business, Life, Innovation/Digital, DEI and Sustainability for creating a balanced ecosystem at large.

Business: Since the advent of the industrial revolution, global economies and financial markets have become increasingly interdependent, a trend known as 'Globalisation'. In an increasingly connected ecosystem, it is imperative for nations to assess their economic policies and resources at disposal to be competitive and grow to greater heights. Growth is derived from fostering an environment that aids professional development and business community.

Life: Quality of life is a multidimensional component to assess the physiological and psychological health of an individual. Although it is subjective, Life would encompass not only living conditions and necessities that govern wellbeing, but also socio-political factors and governance that can play a major role.

Innovation/Digital: Successful businesses are formed at the confluence of technology and sound business strategies. In pursuit of creating new business models and optimizing customer experiences, emerging technologies such as Human-in-the-loop AI systems, artificial general intelligence, and machine learning, and immersive experiences such as Metaverse and Web3 are being leveraged by today’s businesses. Organisations are embarking on a journey of digital transformation.

Diversity, Equity & Inclusion: Equal opportunities for advancement and participation helps in elevating the impact Human Capital has on the global economy. Moreover, it indicates the attitudes and perceptions of both businesses and governments on promoting people from different classes, races, ethnicity, and backgrounds, especially within the professional realm. Breaking the cultural stigma to promote diversity will lay down a path towards an equitable future of work.

Sustainability: In recent times, Environmental, Social, and Governance (ESG) issues are gaining traction. The broader goal is to meet the current needs without sacrificing the needs of the future generation, which applies to every party, be it businesses or governments. Beyond financial performance of a business, non-financial metrics such as ESG have started playing an important role in assessing a business and predicting future cash flows. A company’s transparency and level of accountability of its impact on society can affect other aspects such as improving goodwill and attracting talent.

TGBISI – 2023

TGBISI 2023 Index covers facets across Business, Life, Innovation/Digital, DEI and Sustainability. TGBISI 2023 Index evaluation of over 200 countries instill to Top 50 Digital Nations that are pivoting to the NEW equitable reality. The "Avant Garde" nations are pioneering and accelerating their leadership; "Big Kahuna" nations are the new leaders having build a vibrant foundation; "Hanger On" nations are aspiring to leverage innovation and balance DEI and sustainability as they define their growth paths; "At Sea" nations are at the crossroad of battling seastorm of internal challenges as they plow and steer clear to capture the enormous opportunity that lie ahead; "Halcyon" nations need to breakout and discover their path to meaningful relevance.

AVANT GARDE	BIG KAHUNA	HANGER ON	AT SEA	HALCYON
United States	Sweden	Czech Republic	South Africa	Thailand
India	France	Norway	Japan	Uruguay
Canada	Finland	Switzerland	Argentina	Slovenia
United Kingdom	Poland	Estonia	Portugal	Vietnam
Germany	Philippines	Austria	Italy	Latvia
Ireland	South Korea	Belgium	Israel	Peru
New Zealand	Spain	Romania	Malaysia	Bulgaria
Australia	Brazil	Costa Rica	Colombia	Indonesia
Singapore	Netherlands	Mexico	Lithuania	Turkey
Denmark	Chile	Hungary	Iceland	United Arab Emirates

TGBISI 2023 – AVANT GARDE

Avant Garde: Top 10 Nations

The “Avant Garde” nations pioneering and accelerating their leadership.

		Business	Life	Innovation/Digital	DEI	Sustainability	Super Cities
1	United States	9.23	4.02	10.00	9.34	8.36	9.89
2	India	9.67	9.34	6.19	5.32	2.50	10.00
3	Canada	9.45	6.73	8.91	9.56	9.34	9.13
4	United Kingdom	9.02	6.30	9.34	9.67	6.84	9.34
5	Germany	8.04	3.80	9.23	8.91	9.02	9.78
6	Ireland	10.00	5.76	8.69	9.23	8.04	4.45
7	New Zealand	8.15	7.28	8.26	10.00	9.67	2.28
8	Australia	8.69	5.86	8.80	8.26	6.30	7.82
9	Singapore	9.13	9.02	9.02	6.41	7.28	2.50
10	Denmark	7.39	3.69	9.56	8.47	9.45	4.67

TGBISI 2023 – BIG HAKUNA

Big Hakuna: Top 20 Nations

“Big Kahuna” nations are the new leaders having build a vibrant foundation.

RANK 2023	COUNTRY	Business	Life	Innovation/Digital	DEI	Sustainability	Super Cities
11	Sweden	7.28	6.08	9.78	9.78	4.89	7.17
12	France	6.52	2.82	8.58	9.13	8.69	8.47
13	Finland	6.19	5.32	9.45	6.19	9.56	6.19
14	Poland	9.56	8.58	6.41	7.50	4.56	7.71
15	Philippines	8.26	7.71	5.65	8.15	3.58	9.45
16	South Korea	4.67	7.50	7.17	7.39	9.23	8.26
17	Spain	5.86	3.36	7.82	9.89	6.73	8.58
18	Brazil	7.93	3.15	5.43	7.06	8.26	9.67
19	Netherlands	7.71	5.10	9.67	4.56	7.60	7.50
20	Chile	7.06	9.89	6.73	7.17	6.19	6.73

TGBISI 2023 – HANGER ON

Hanger On: Top 30 Nations

"Hanger On" nations are aspiring to leverage innovation and balance DEI and sustainability as they define their growth paths.

RANK 2023	COUNTRY	Business	Life	Innovation/Digital	DEI	Sustainability	Super Cities
21	Czech Republic	9.34	5.43	7.50	6.95	7.06	5.32
22	Norway	5.00	3.58	9.13	5.97	9.89	7.06
23	Switzerland	6.30	2.60	9.89	9.45	5.86	4.78
24	Estonia	8.36	10.00	8.04	3.69	6.52	0.65
25	Austria	7.60	4.56	8.36	5.00	9.78	3.15
26	Belgium	6.95	2.71	8.47	8.69	7.39	5.54
27	Romania	8.47	9.56	5.76	6.73	6.08	5.86
28	Costa Rica	9.89	8.04	2.50	8.58	8.47	2.17
29	Mexico	7.82	7.17	5.00	9.02	1.84	9.02
30	Hungary	8.91	6.41	6.84	6.84	5.32	3.36

TGBISI 2023 – AT SEA

At Sea: Top 40 Nations

“At Sea” nations are at the crossroad of battling seastorm of internal challenges as they plow and steer clear to capture the enormous opportunity that lie ahead.

RANK 2023	COUNTRY	Business	Life	Innovation/Digital	DEI	Sustainability	Super Cities
31	South Africa	7.50	5.65	4.89	8.80	5.65	7.60
32	Japan	6.41	3.91	7.71	4.67	7.93	8.80
33	Argentina	8.58	9.23	4.02	8.04	3.80	6.84
34	Portugal	6.08	1.95	7.28	8.36	8.91	5.21
35	Italy	5.65	1.63	7.39	7.71	8.15	8.36
36	Israel	6.84	7.06	6.30	7.93	5.43	6.30
37	Malaysia	8.80	9.45	7.06	5.21	1.08	6.41
38	Colombia	5.76	8.15	4.34	7.28	5.97	7.93
39	Lithuania	3.47	8.80	7.60	5.10	7.82	1.30
40	Iceland	4.02	2.39	5.54	7.60	10.00	0.21

TGBISI 2023 – HALCYON

Halcyon: Top 50 Nations

“Halcyon” nations need to breakout and discover their path to meaningful relevance.

RANK 2023	COUNTRY	Business	Life	Innovation/Digital	DEI	Sustainability	Super Cities
41	Thailand	5.10	9.67	5.97	6.30	2.71	6.95
42	Uruguay	9.78	9.13	3.47	6.52	3.15	1.84
43	Slovenia	6.73	8.36	6.95	3.26	5.00	1.08
44	Vietnam	7.17	8.47	3.36	6.08	5.10	8.15
45	Latvia	3.04	9.78	4.45	4.34	9.13	0.97
46	Peru	3.26	6.84	4.56	7.82	7.17	5.10
47	Bulgaria	5.21	8.26	5.21	3.80	7.50	2.82
48	Indonesia	3.15	8.69	4.13	5.54	2.06	9.56
49	Turkey	5.43	7.39	4.67	4.89	4.02	7.28
50	United Arab Emirates	5.97	5.21	7.93	5.65	0.97	5.00

TGBISI – 2023

TGBISI 2023 Index covers facets across Business, Life, Innovation/Digital, DEI and Sustainability. TGBISI 2023 Index evaluation of over 200 countries is still to Top 50 Digital Nations that are pivoting to the NEW equitable reality. Top Nations by TGBISI Five Attributes.

BUSINESS	LIFE	INNOVATION	DEI	SUSTAINABILITY	SUPER CITIES
Ireland	Estonia	United States	New Zealand	Iceland	India
Costa Rica	Chile	Switzerland	Spain	Norway	United States
Uruguay	Latvia	Sweden	Sweden	Austria	Germany
India	Thailand	Netherlands	United Kingdom	New Zealand	Brazil
Poland	Romania	Denmark	Canada	Finland	Indonesia
Canada	Malaysia	Finland	Switzerland	Denmark	Philippines
Czech Republic	India	United Kingdom	United States	Canada	United Kingdom
United States	Argentina	Germany	Ireland	South Korea	Pakistan
Singapore	Uruguay	Norway	France	Latvia	Canada
United Kingdom	Singapore	Singapore	Mexico	Germany	Mexico

Tholons Research Methodology

Methodology

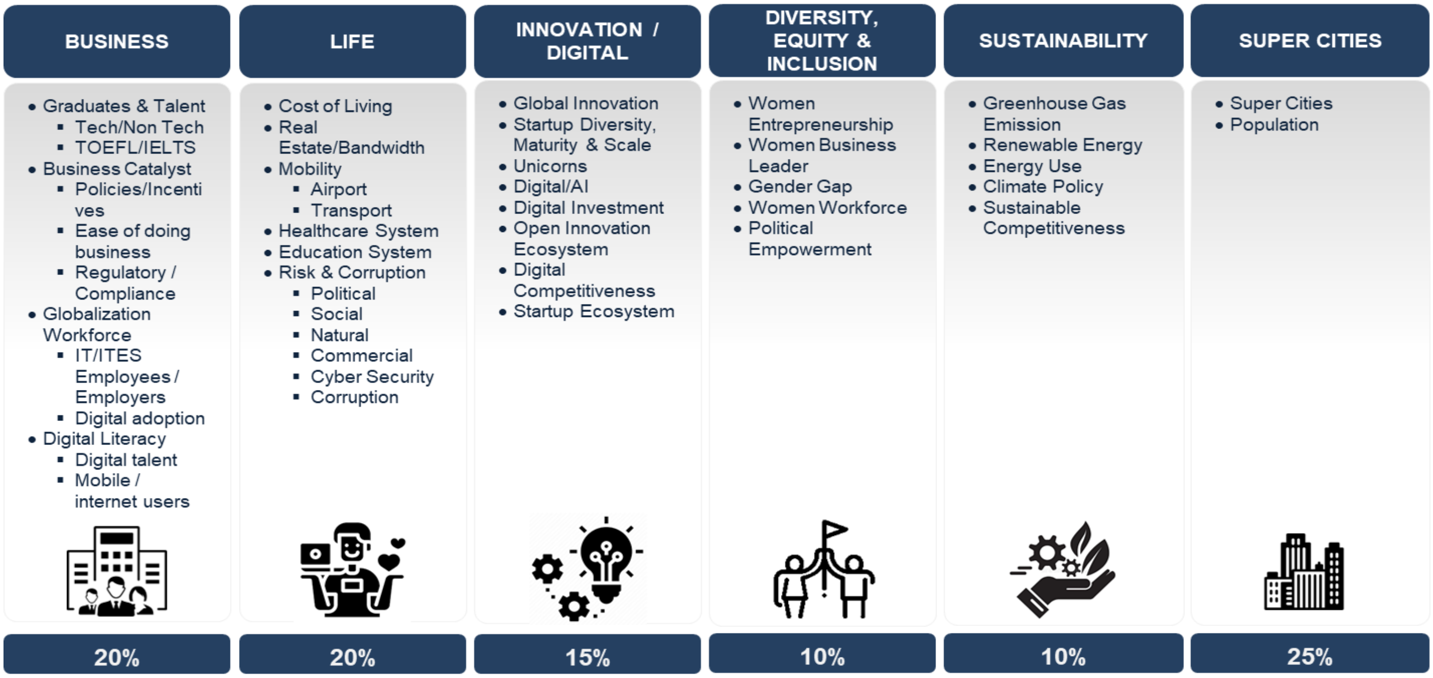
Tholons Global Innovation Sustainability Index is the leading touchstone to benchmark the accelerated digital transformation of industries and services globally. The index evaluates, ranks and provides location strategies to multinational corporations, countries, governments, multi-lateral agencies, analysts and investors. Innovation, Digital, Sustainability, Diversity and Inclusion is now a critical element in grading, disrupting and transforming industries globally. Technology, Business Process management companies and Multinational Corporations need to align with the stark reality of equitable, sustainable and innovation realities.

Tholons location assessment methodology integrates both primary and secondary research.

- **Primary Research:** Tholons utilizes surveys and interviews with service providers and buyers. These surveys are used to determine delivery and consumption trends for globalization services in specific destinations. Primary data gathering interviews were used to determine market and labor sizes as well as expansion strategies of leading service providers. Tholons utilizes its extensive network of industry stakeholders including buyers and suppliers of services, governments, trade bodies and associations to collect and validate data and analysis.
- **Secondary Research:** Tholons utilizes secondary research methodologies to gather volumes of historical data and various statistics and economic related data from governments, global institutions & agencies, and monetary bodies.
- **Quantitative & Qualitative Analysis:** Tholons employs a combination of quantitative and qualitative analysis in developing the weighted rankings. Our proprietary ranking framework continues to evolve to align with most of the current market realities and demand. Further, qualitative analysis was implemented to provide perspective to the quantitative results of the report. Tholons carefully considered numerous variables when providing final rankings, validated by senior thought leaders from Tholons and industry leaders globally.

Following are the metrics used to evaluate location attractiveness. The relative weights of each metric are based on their importance to the location decision, again derived from client experience and industry surveys. TGBISI’s 2017 ranking was published with traditional factors having 80% weightage and digital with 20% weightage. TGBISI’s 2018, 2019 ranking attributed traditional with 75% weightage and digital with 25% weightage. TGBISI 2021 Report attributed traditional with 60% weightage and digital 40%.

The **TGBISI 2023 Report** evaluates countries across Business (20%), Life (20%), Innovation/Digital (15%), DEI (10%), Sustainability (10%) and Super Cities (25%).



Business

Busienss refers to the overall talent pool availability in a particular location and in relation to the capability of the labor pool to meet staffing demands and fulfil outsourced services from both scale and quality perspectives. Globalization workforce, digital literacy, labor pool size, annual tertiary graduate output, both in technical and non-technical background, skills proficiencies business catalysts – policies, incentives, ease of doing business, regulatory and compliance were among the host of related components considered. The scores are derived from Tholons Research and Analysis.

Scoring: *10 = High scale and quality* *1 = Low scale and quality*

Life

Life measures the cost of living, attributing to relevant payroll and non-payroll costs in a location. Real estate, basic outsourcing industry salary costs. With the internet/cloud now being indispensable, the bandwidth cost has also been included. Infrastructure refers to the availability of physical and technological platforms/systems, which are required to host outsourcing operations from a location. The connectivity and quality of airport and transportation facilities; Healthcare and education system. Risk encapsulates the qualitative perceptions and measurable occurrences of natural and socio-political risks which in turn affect the quality of Life, where quality of life refers to non-operational considerations and ecosystem components that may affect living and working conditions. Risk is quantified according to the propensity of events to impact personal safety and the overall stability of a location to hosting business operations. The overall Risk and Quality of Life Score is generated from the identification of social infrastructure, non-work culture, and availability of leisure and recreational facilities, among others and from the identification of factors such as economic, political, natural, social and also cyber, digital and corruption risks in a location. The scores are derived from Tholons Research and Analysis; CEOWORLD Health Care Index 2021; United Nations Educational, Scientific and Cultural Organization (UNESCO)

Scoring: *10 = Strong quality of life & cost* *1 = Weak quality of life & cost*

Digital & Innovation

The parameters for assessing digital & innovation encapsulates open innovation ecosystem, number of startups, startup diversity and maturity, innovative policies and incentives, unicorns, startup ecosystem, digital competitiveness, digital digital evolution, digital talent and high tech patent grants, business agility, usage of RPA, AI and cloud. The score derives from Tholons Research & Analysis; Global Innovation Index – WIPO 2021; Global Startup Ecosystem Index – StartupBlink 2022; World Digital Competitveness Ranking – IMD 2022

Scoring: *10 = High digital and innovation* *1 = Low digital and innovation*

Diversity, Equity & Inclusion (DEI)

Diversity, Equity and Inclusion measures the women’s equality, pay gap, women entrepreneurship, women workforce, political empowerment and funding. The scores are derives are derived from Tholons Research & Analysis; The Mastercard Index of Women Entrepreneurs 2020; World Economic Forum 2022; Women, Business and Law, World Bank.

Scoring: *10 = High DEI consideration & measures* *1 = Low DEI consideration & measures*

Sustainability

The measurable indicator that contributed to the scoring factors are carbon emission, deforestation, renewable energy usage, ocean health and sustainable competitiveness. The scores are derived from CCPI Climate Change Performance Index 2022 by Germanwatch, NewClimate Institute & Climate Action Network.

Scoring: *10 = High Sustainable Impact* *1 = Low Sustainable Impact*

StrongHer Ventures Impacting DEI

Diversity is integral to a strong economy and inclusive growth. A diverse and inclusive economy is an economy that does not discriminate and treats all its groups on an equal footing. Research finds that teams higher in cognitive diversity, defined as differences in perspective or information processing style, solve problems faster than teams where everyone has the same thinking style.

StrongHer Ventures as a platform is creating a huge impact DEI and Sustainability space in the ecosystem through unloking access to capital, business connections, knowledge sharing, community & networks and continuous learning. This will empower one million entreprenuers in the next five years creating more than a US$1 Billion of value. As a case study, StrongHer has invested in over 50 starutps in the past decade through women-led/focused businesses creating huge impact in the ecosystem globally.

StrongHer Ventures has launched a Startup Accelerator Program “ARISE” and that received an overwhelming response of over 1300+ applications from 100+ cities across 18 nations. A cohort with 40 women-led/focused startups, taking them through 100+ mentor networks, with access to capital, coach, connects, networks and shared services. This to date is the biggest ever capital backed program. A rigorous 12-week program built under the leadership of industry stalwarts such as Kiran Muzumdar-Shaw, Mr. Deepak Parekh, Avinash Vashistha, Venkat Raju, Upasana Taku, Neha Motwani and others.

Cohort: Applications & Curation

1300+	**700**	**100**	**40**	**100+**	**10+**	**18+**	**100+**
Applications	reviewed by Mentors	Startups Interviewed	Cohort Finalists	Engaged Advisors & Mentors	Engaged Ecosystem Partners	Countries	Cities Globally

Founder and Startup Metrics

100%	**55%**	**52%**	**82%**	**43%**	**76%**
Women Led/ Focussed	with previous startup experience	Ex-Founders	Bootstrapped	Post Revenue	have existing customers

Arise Top 40 Cohort Core Sectors

7%	**45%**	**16%**	**32%**	**5%**	**3%**	**55%**
FinTech	Future of Work	HealthTech	Consumer	Metaverse	Climate Tech	SaaS

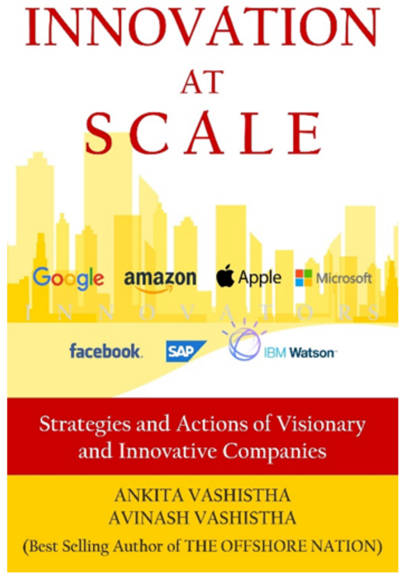
Program Impact over Five Years

Engage with	Mentor	Invest in	Impact & Engage	Increase Funding	Reduce Pay Wage Gap
5000	**1000**	**100**	**1M**	**5x**	**50%**
startups	startups	startups	women	women	women

Application is Now Open.

APPLY NOW!

The Book “Innovation at Scale”



Ankita Vashistha is the CEO of Tholons Capital, MyStepUp Foundation & Managing Partner at StrongHer Capital, with over 12 years of experience in private equity, consulting, venture capital and innovation across UK, US and Asia. She founded and launched India's first venture capital fund, Saha Fund, to promote and invest in women entrepreneurship and technology. She is an engineering graduate and masters from Cranfield school of management, UK. Ankita works very actively in the startup ecosystem globally across US, UK, India, Singapore and Japan, to source, evaluate, mentor and invest in tech companies. She also works with portfolio companies to help them create value, scale and expand, leveraging technology.

Avinash (Avi) Vashistha is the Chairman of Tholons Inc., All Broad Sports and MyStepUp Foundation. He is the former Chairman and CEO of Accenture (India) and ran a multi-billion global delivery with a workforce of over 150,000. Avi is a highly accomplished, results oriented Chief Executive (CEO) and Venture Capitalist (VC) with 30+ years of experience in large global projects, CEO/board level strategy consulting, venture capital, digital transformation, and innovation.

Kevin Campbell
CEO
Syniti Inc.
USA

“Innovation at scale is a must read for CXOs & Clients of Global Corporations to understand and implement the new technologies across their enterprises.”

Kiran Mazumdar Shaw
Chairman & MD
Biocon Ltd.
India

“This Book “Innovation at Scale” is a must read for leadership teams who are driving business transformation within organizations.”

Dawn Tiura
President & CEO
SIG
USA

“Technology, innovation and digital transformation are driving leadership in the new normal and shaping the future of businesses. Vashistha provides his experience of implementing Innovation at Scale for enterprises.”

Kerry Hallard
President & CEO
Global Sourcing Association
UK

“This Book “Innovation at Scale” is an eye-opener for leaders looking to transform their organization through innovation.”

Mihir Shukla
CEO and Co-founder
Automation Anywhere Inc.
USA

“Innovation at Scale is a must-read. Captivating. If you are going to lead in transforming and modernizing your business, this thoughtful book takes you on a journey of enterprise innovation – Cloud, Artificial Intelligence, Intelligent Automation and much more.”

Alastair Bathgate
CEO and Co-founder
Blue Prism Ltd.
UK

“The future of work is already here driven by collaboration between Digital Workers, AI, Intelligent Automation and Connected Industry. This book presents, from the authors extensive experience, how to successfully implement Innovation at Scale.."

Andrew Wrobel
Chief Strategist
Emerging Europe

“Both manufacturing and services industry must continue to make smarter decision by using predictive data analytics, machine learning and augmented reality to survive in the arena of digitization fever.”

Kitade Y
Managing Director
Global Initiative Inc.
Japan

“The most successful enterprises are those that innovate and deliver value across business, empowering the operations with advanced automated digital technology.”

available at amazon

We would like to thank the various industry associations, investment and promotion agencies, global clients, leading technology service providers, multi-lateral agencies and Tholons global research team for this 2023 Tholons Global Innovation Sustainability Index.

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THOLONS

About Tholons

THOLONS is a Global Strategic Consulting, Digital Innovation and Investment Advisory group serving Fortune 500 / Global 2000 clients, multi-lateral / development agencies and countries. Tholons has over two decades of experience and an unparalled network of clients, mentors, startups, system integrators, technology partners and venture funds.

Tholons helps clients maximize returns on their innovation, digital transformation, business growth and global expansion.

Tholons advisors engage with senior management of client organizations to develop strategies for global expansion. We have deep understanding of key industries like Financial Services, Banking, Healthcare, Insurance, Media and Entertainment, Manufacturing, Retail, Telecom, Education, Utility, Oil and Gas and Technology.

Tholons draws upon the considerable experience of a handpicked team, which has successfully formulated and executed globalization and digital strategies to unlock value. Service providers leverage Tholons expertise to optimize their global delivery model. Tholons advisors engage with government bodies to build compelling strategies for making countries attractive destination for technology, digital, innovation and business process management.

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