



About me

Chief Diversity, Inclusion and Talent Officer at Kering
since October 2019

1st generation immigrant born in the United States to **Indian-born parents, mother of two Gen-Z kids**

27 years of experience
integrating diversity and inclusion
across business, leadership and talent advisory, and education

MBA graduate from Northwestern University – **Kellogg School of Management**

Professional Background

Lived in the **UK, Germany, Switzerland, Hong Kong and Singapore and now France across 30 years**

Career path

Managing Director
Russell Reynolds Associates

Director – Global Networks
Young Presidents' Organization

Director of Marketing, Career Services and Admissions, MBA Program
IMD

Brand Management
Procter & Gamble

Management Consultant
Andersen Consulting

Kalpana Bagamane
Chief Diversity, Inclusion
and Talent Officer at Kering



Kalpana Bagamane is Chief Diversity, Inclusion and Talent Officer, based at Kering's headquarters in Paris. Throughout her career she has acquired 27 years of experience integrating diversity and inclusion across business, leadership and talent advisory, and education.

Working with the Houses and global Group functions, Kalpana aligns and executes Kering's global Diversity and Inclusion mission and strategy. This includes identifying and prioritizing initiatives to help create an inclusive environment that embraces and encourages diversity. Kalpana also takes the lead on the development of a talent strategy where diversity and inclusion are at the core of attracting, recruiting, developing and retaining talent.

Born and raised in the United States, Kalpana is an American citizen. She has lived in the UK, Germany, Switzerland, Hong Kong and Singapore across the past 30 years. Kalpana began her career as a management consultant with Andersen Consulting, before working at Procter & Gamble on brand strategies. She subsequently joined IMD as Director of Marketing, Career Services and Admissions for the MBA Program before becoming a Director for the Young Presidents' Organization. Her last position was Managing Director at executive search and leadership advisor Russell Reynolds Associates, where she co- led the firm's global Diversity and Inclusion practice, as well as advised and partnered global and Asian clients across the consumer and retail sectors on talent strategy, acquisition, and development.

Kalpana received her B.S. in Industrial Engineering and Operations Research from Virginia Tech University, and her M.B.A. from Northwestern University, Kellogg School of Management, where she was an Austin Scholar.