

Brief Profile Of Board Of Directors



Mr. Staneley Victor

Independent Director

DIN: AC3179290

Mr. Staneley Victor is an **Independent Director of Swid Renewables Limited (Formerly Swid Process Technologies Private Limited)**. He is a seasoned business leader and strategic advisor with over **36 years of cross-market executive experience across India and the Middle East**, with expertise spanning growth acceleration, business turnaround, operational scaling, leadership development and organizational transformation.

Throughout his professional career, Mr. Victor has been involved in launching and scaling businesses and brands, reviving underperforming business units, driving market expansion and strengthening organizational performance. His experience encompasses **P&L ownership, brand building, channel development, cross-cultural team leadership and leadership mentoring**.

Mr. Victor brings significant expertise in corporate strategy, growth and expansion, business turnaround, organizational development, leadership succession, culture and talent management, sales and market development, innovation enablement, governance and risk oversight.

He is the **Founder of Staneley Consulting & Training**, through which he advises **founders, boards, educational institutions and executive teams** on growth and expansion strategy, leadership capability building, organizational alignment, culture transformation, talent architecture, innovation enablement and governance-linked execution discipline.

He is also associated with **HappyPlus Consulting Pvt. Ltd. as a Strategic Growth & Innovation Partner**, focusing on talent architecture, human performance intelligence, strength-based leadership, productivity enablement, retention and engagement, and scalable people systems.

Mr. Victor has developed the **SLICE – Alignment That Performs** framework, an organizational alignment model focused on Self Alignment, Leadership Alignment, Inner Alignment, Culture Alignment and Execution Alignment. The framework is designed to help organizations identify organizational barriers to performance and align people, leadership, culture and execution with measurable business outcomes.

As an Independent Director, Mr. Victor brings practical operating experience, strategic clarity and an independent perspective to Board deliberations. His experience in organizational transformation, leadership development, governance, business growth and execution enables him to contribute to the Company's strategic direction, long-term growth and institutional development.

Mr. Victor holds a Bachelor of Commerce degree and a **Master of Management Studies from Jamnalal Bajaj Institute of Management Studies (JBIMS)**. His professional credentials include Executive Director – John Maxwell Leadership Team, Certified Maxwell DISC Consultant, Strategic Leadership Coach and Talent Architecture Advisor.