



BAGCHI GROUP

Ravila Gupta Biography / Career Highlights

Ravila Gupta serves as the Chief Executive Officer of The Bagchi Group. Her wide range of executive leadership experience coupled with her technical and legal expertise, noted below, positions The Bagchi Group for growth and providing exceptional, innovative support and service.



Beyond providing leadership for the growth of Bagchi Group, Ravila will focus in the following areas:

- **Executive Coaching:** working with senior and executive leaders as a Business Coach to help with strategic thinking, developing leadership skills, and ensuring accountability. Ravila has provided business coaching to many leaders in various types of businesses ranging from healthcare to legal firms. Ravila holds a certificate in Business Coaching.
- **Board Services:** having served on and reported to many non-profit and private for profit boards, Ravila is able to provide guidance on board formation, management, and facilitation.
- **Executive Level Business Advice/Guidance:** having been on the frontline as President and CEO of two organizations, Ravila brings a strong business sense to the table. She is available

to provide business advice on a range of topics including: strategic planning and execution, assessing and managing a leadership team, managing a board, meeting facilitation, and executive presence.

Credentials: Over 30 years of experience in a variety of fields culminating in CEO level positions. Bachelors and Masters in Chemical Engineering from McGill University in Montreal. Juris Doctor in Law from North Carolina Central University (evening program). Business Coaching certificate from NC State University. Many executive level leadership development courses including Executive Level education from INSEAD Executive MBA, Center for Creative Leadership, Grinnell Leadership, the Ariel Group,

Strategic Planning/Execution/Change Management: Served as President of Umicore USA Inc., the US subsidiary of Umicore, a multi-billion-euro, global material technology company. In this role, responsible for executing on US strategy and ensuring all business units operated in compliance with US laws and business practices. Led a shared services team of HR, finance, legal, IT, compliance and environmental professionals that provided services to 16 industrial sites and locations. As CEO of CED, responsible for development and execution of business strategy focused on creating a new business model to ensure sustainability. Focused on team development, change management, and stakeholder outreach and engagement.

Leadership Development: As President of Umicore USA and CED, focused on developing and implementing leadership development opportunities for senior teams. A core component involved providing insights to team members on motivations, personality assessments, leadership stories, coaching, and providing rich and timely feedback.

Board Engagement: Currently serve on two private Advisory Boards and two non-profit boards. Reported into Umicore USA Board and CED Board. Focused on providing required information, engagement, and overall management of board members.



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Legal: Started legal career as an Associate at Ogletree Deakins and then moved into an in-house role with Umicore USA Inc. Managed in-house legal department and oversaw legal strategy and guidance for all US industrial and commercial operations. Focused on commercial, environmental, trade and compliance, IP, HR and other general business matters.

Technical: Worked as a chemical engineer in the pulp and paper industry working for Abitibi-Price and later ABB. After moving into the environmental sector, worked for several consulting firms and industries including Tyco Electronics.