

*years of
making development a ground reality*



We turn 25!

A milestone moment that celebrates 25 years of commitment, passion, and success built on the foundation of our deeply rooted culture and values.

As we reflect on our journey, we are humbled and overwhelmed with gratitude for everyone who has contributed to our success and growth story.

Over the past quarter-century, we've faced challenges, embraced opportunities, and witnessed the evolving market landscape. **Through it all, our resilience, adaptability, and commitment to excellence has been the driving forces propelling us forward...**

As we stand on the threshold of the future, let us carry forward the lessons learned, the victories celebrated, and the bonds forged. Our journey has been a testament to the power of collaboration, innovation, and a relentless pursuit of excellence. The next chapter promises even greater opportunities and challenges, and I am confident that, collectively we will continue to scale new heights and redefine success.

Ashwajit Singh
Managing Director

Recognition that validates us...



DR. NEETA RAO
Senior Health Lead
USAID/India



I extend heartfelt congratulations to IPE Global on its 25th anniversary. USAID has collaborated with IPE Global on multiple social development programs that have benefitted countless lives. The partnership has yielded tangible results across diverse sectors, empowering communities and fostering sustainable development. We are proud of the positive impact we have achieved together and look forward to our future collaborations.

As IPE Global embarks on its next chapter, I am hopeful that its dedication to innovation and impact-driven solutions will continue to transform societies. I wish IPE Global continued success in its mission to create a more equitable future for all.



C. K. MISHRA
Non-Executive Director
IPE Global



Heartiest congratulations IPE Global on reaching this incredible milestone of 25 years! Great 25 outstanding years.

This is an organization with a difference and the story of a quarter-century is a testament to your unwavering commitment, dedication, and outstanding contribution. Through the years, IPE has only grown stronger and more resilient. The relentless pursuit of excellence, innovative spirit, and commitment demonstrated is not just a reflection of time passed, but a celebration of growth, success, and the countless lives touched by your amazing work.

May this milestone year be the harbinger of even greater success and prosperity. May you continue to touch more lives, enrich knowledge and be the best.



HE MAY-ELIN STENER
Ambassador
Royal Norwegian Embassy



Congratulations to IPE-Global on their 25th Anniversary! We appreciate the cooperation with you and celebrate the good results we have achieved working together in maternal and newborn health.



VIVEK SHROTRIYA
IAS, Additional Managing Director
Madhya Pradesh Tourism Board



As you celebrate an incredible milestone of completing 25 years, I extend my deepest gratitude to every colleague, leader and especially to Mr. Ashwajit Singh. You always go above and beyond for the company, your team, and clients. May you continue to reach new heights and achieve even greater milestones in the years to come. Proud to work alongside you!



SUNIL MITRA
Chairman
IPE Global



This year we complete 25 years of our journey. We may have started small but today we are the largest international development consultancy firm in South Asia. Indeed, we have come a long way and I am sure with such passionate colleagues as you the day is not far off where we will be a day to reckon with. Congratulations IPE on this milestone 25th year and wishing you many more as you continue expanding horizons and enriching lives.



A journey of reflection, gratitude, and anticipation for the future!

It is with immense pride and joy that we release this special edition of our newsletter, dedicated to celebrating a remarkable milestone – our 25th year of ‘expanding horizons, enriching lives’. With this edition, I am humbled to walk you through a journey of reflection, gratitude, and anticipation for the future.

Reaching the 25-year mark is a testament of our enduring spirit, dedication, and resilience. This edition is more than just a collection of our work; it is a tribute to our collective efforts, triumphs, and lessons that have shaped our organisation.

The pages reflect **stories and testimonials of our people – past and present - that highlight pivotal moments, innovative strides, and the unwavering dedication that defines our journey.** From the early days filled with ambition, to the present where we stand as industry leaders, every step we have taken is guided by our shared values and commitment to excellence. As we look back on the challenges overcome and the achievements celebrated, we also acknowledge the trust placed by our partners in us, and for that, we extend our heartfelt gratitude.

While this edition serves as a tribute to our past, it is also a testament to the limitless possibilities in the future!

Being the last edition of the year, the team – Shilpi, Sapna, Priyanka, Roshni and Priya - have really enjoyed working on this edition with a lot of nostalgia and dedication.

We hope you enjoy reading this edition as much as we have enjoyed putting it together.



Tanya Singh
Senior Director

Bridging the gap between policy and implementation

with our practice areas...

Education & Skills Development



Expanding human capabilities, opportunities, and choices by supporting and sustaining transformation.

Health, Nutrition & WASH



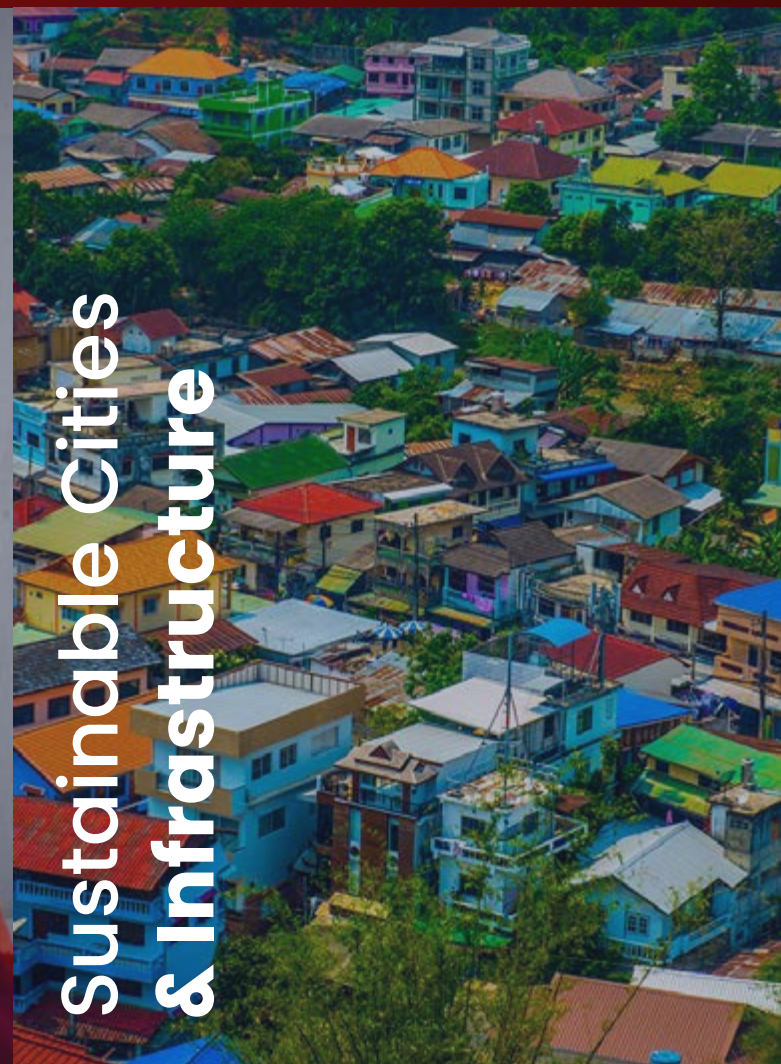
Working towards building resilient health systems to provide affordable and quality healthcare.

Social & Economic Empowerment



Changing lives by creating inclusive and equitable development solutions for overall societal well-being.

Sustainable Cities & Infrastructure



Providing solutions for urban planning & management and sustainable infrastructure.

Bridging the gap between policy and implementation

with our practice areas...



Sustainable Tourism

Transforming tourism to accelerate economic growth, empower local communities and nurture ecological systems.



Monitoring, Evaluation, Policy Analysis & Learning

Optimising value for money by designing and implementing flexible, participatory approaches and solutions.



Grant & Fund Management

Tailoring the design of Challenge and Grant Funds to support poverty reduction initiatives.



Public Financial Management

Supporting the development of efficient systems and ensuring accountability.

Driving innovation with futuristic enablers



CLIMATE CHANGE & SUSTAINABILITY

Committing to climate-proofing the future for a cleaner, healthier world



IMPACT FINANCING

Mobilising and blending capital for making impact-driven investments



TECH P.A.D.

PROVE. DEMONSTRATE. ACCELERATE.

Supporting technology solutions for ideation and commercial validation of high-impact solutions

Celebrating

25 years of

Shaping History

Setting Benchmarks

Leading by Example

Building a Winning Culture

Empowering Change

Inspiring Confidence

Innovative Learning

Shaping History

Very few get the chance to be part of building something from scratch. God was kind to bestow me with this opportunity over 22 years ago. As a young intern, I would not have imagined in my wildest of dreams the heights this path would take me. As I look back on the past two decades, **my heart is filled with gratitude towards the superb leadership of Ashwajit Singh and the wonderful colleagues** I have had the opportunity to work with.

While the journey has been a roller-coaster, this one has been never-ending and ever-challenging. One feels immensely indebted to the mentors one has had and continues to learn from. Both on a personal and professional level, this voyage would have been very different if not for gurus like Prof. E F N Ribeiro, Prof. Mohit Bhattacharjee (fondly called Mohit da), Mr. Kawaljit Singh, Dr. Gangadhar Jha, Dr. S K Chaudhuri, Mr. Sunil Mitra, Mr. C K Mishra, and the list goes on.

Himanshu Sikka

Chief Strategy and Diversification Officer
Practice Lead – Health, Nutrition and WASH



Our Past has shaped our present

Past Directors



EFN
RIBERIO



GANGADHAR
JHA



GENNET
ZEVIDE



LT. MOHIT
BHATTACHARYA



VISHAL
MARWAHA



P.U.
ASNANI



SWAPAN KANTI
CHAUDHURI



VIKAS
SINGH



VIJAY GOPAL
PANDE

Present Directors



ASHWAJIT
SINGH



C.K.
MISHRA



JAMIE
SIMPSON



DR. LEENA
GUPTA



KAWALJIT
SINGH



SUNIL
MITRA

IPE GLOBAL

Expanding Horizons. Enriching Lives

Our firsts



“25 for 25! Matching steps with the journey of IPE has been a fulfilling experience. Working here has never felt like a job. It has always been a home away from home, which I have seen grow leaps and bounds over the past 25 years. With memories of having seen everyone hands-on, to seeing them & the generations become computer savvy, it has been a learning experience. Truly wish IPE Global many more years of success in years to come.”

Usha Rana



“It seems like yesterday when sir tested my typing speed during my job interview here...that's when began my trust with the IPE family. The past 25 years have flown by and work till today has never felt like work. Of course, with time things evolve and so have we... but despite the changes what makes us one is the common thread of our core values which is intrinsic to our culture. I wish us another 25 years of leaving a mark globally...”

Suresh Kumar



The Sands of Time



When the COO Speaks

PE Global is turning 25 and the journey has been phenomenal on many counts. From a boutique advisory firm to a company with more than 1200 professionals across the country, region and now many continents having deep expertise in impacting lives, we are now an Indian multinational, multi-cultural organisation that can deliver projects of any intensity and size.

Personally what I like most about working in IPE is the space all of us have to challenge. I believe this is absolutely essential for providing a dignified work environment. It is not only important for all of us to enjoy what we are doing but also help to bring out the best out of us. **We have a culture that respects diversity enabling everyone to contribute without compromising their identity,** something that makes working in IPE a wonderful expedience.

M K Padma Kumar
Chief Operating Officer



When the COO Speaks

Setting Benchmarks



It is indeed a proud moment to see IPE Global complete 25 years...a journey that sums coming together of passion, perseverance and learning. **Aligned with the UN Development Agenda, IPE has redefined impact with its ground breaking work over the years.** From London office, I am humbled to be a part of this journey that is continuously expanding horizons, enriching lives...

Mathis Primdal
Chief Operating Officer, Tripleline



We @ IPE
are happy

83.9%
on Happiness Index



Living up to the name – IPEans

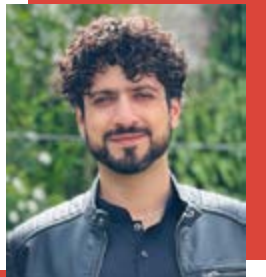


Bagged the Global Health Masters Scholarship to study at **Geneva Graduate Institute!**

Amruta Nair

Bagged the prestigious Chevening Scholarship to study at The **University of Westminster, London**

Mohammad Mohsin Ganai



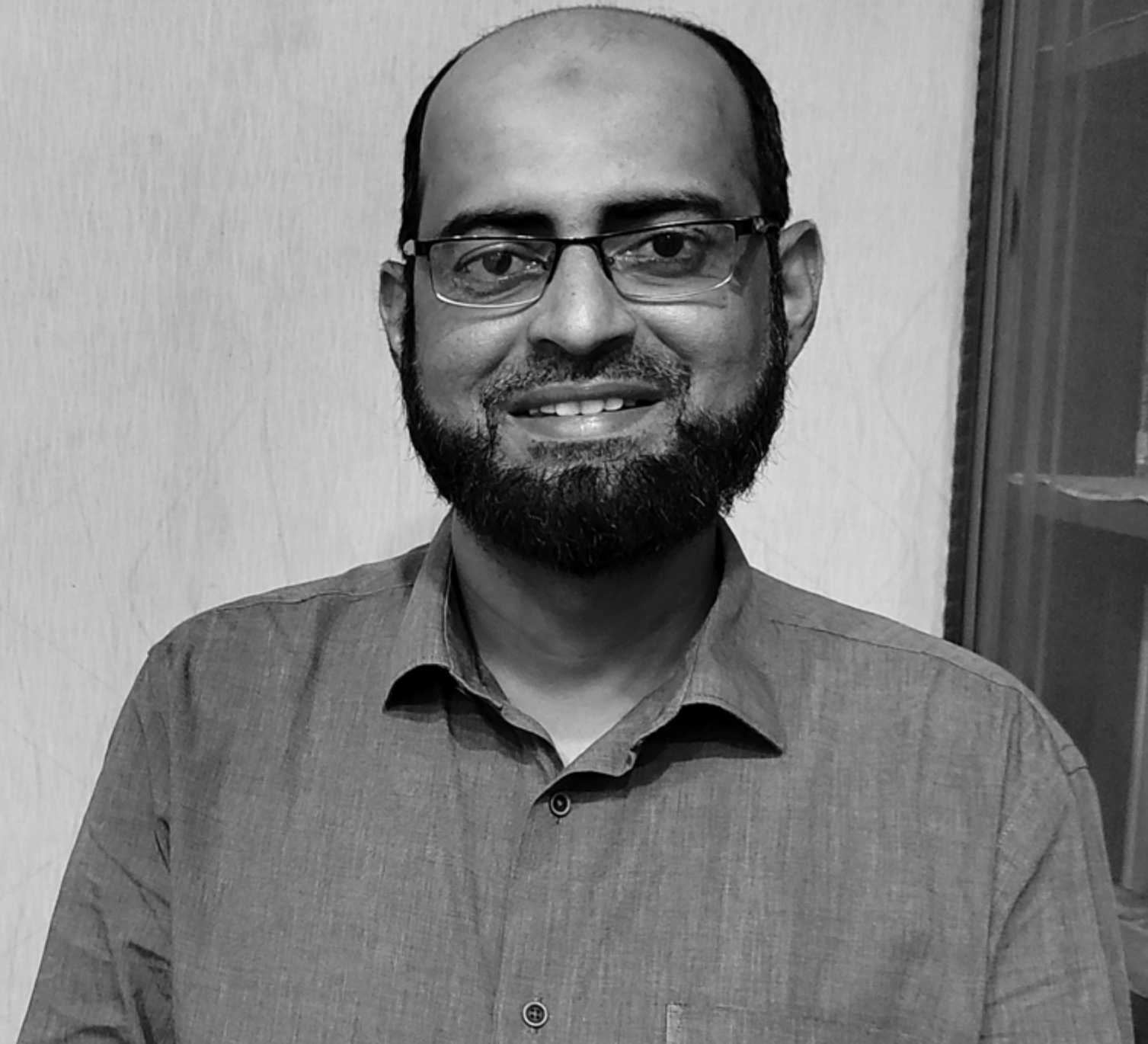
Received a fully-funded Weidenfield-Hoffman scholarship, and admission to **Trinity College, London**

Rai Sen Gupta

The secret sauce of our winning' culture- Inclusivity

Over the last 25 years, IPE Global has developed a unique culture blending professional growth with a commitment to positive change. For us, winning is not only about achievements; but also about learning humbly, touching lives and winning hearts. Rooted in our foundational values, nourished through continuous learning and soaked with empathy, this culture has developed a breed of impactful professionals for whom 'making a difference' is the ultimate reward. **And that has become our secret sauce - our 'winning' culture!**

Abdul Rahim
Chief Knowledge Officer



The secret sauce of our winning culture-Inclusivity—

Empowering and encouraging growth is in our DNA! Looking after the Africa office, it has been an enriching experience for me interacting and learning from colleagues across geographies. **It is wonderful to be a part of IPE in this milestone moment which is only just the beginning.**

Dharmini Shah

Director, Tripleline



Building Winning Culture



1100+

people in our global team



39%

women representation



25%

people given leadership role



5

International Offices



50%

reduction in Plastic consumption



20

Project Offices in India



150+

Alumni hold leadership positions



1200+

Projects Delivered

PE Global 's 25 years unveils stories of addressing developmental challenges through transforming lives of women and girls. With a commitment to **leave no one behind, values of diversity, equity, and inclusion (DEI) are the overarching principles** which ties all our initiatives empowering communities, and weaving our journey to success.

Seema Gupta

Advisor, Centre for Knowledge and Development



Inclusive & Diverse Culture



Recognition that validates our success

Feet on the ground but head held high! A proud moment for me to see IPE turn 25! Our global presence today is a testimony of the work we are doing on the ground to positively impact people's lives. **A trusted partner for clients we stand committed to delivering the best each time.**

Personally, being a part of this milestone year is a celebration that goes beyond the passing of time; it encapsulates our journey, achievements, and collective spirit that define our shared identity within the organisation.

Rattan Chhabra
Chief Finance Officer



Four Global Consultants to Audit Centre's Top Schemes

KPMG, IPE Global, Deloitte and EY to assess 125 schemes; process to start soon

Vasudha.Venugopal
@timesgroup.com

New Delhi: Global consultation agencies KPMG, IPE Global have been selected to assess over 125 centrally-sponsored schemes of the government, set to begin in the next few days.

While ministries have been asked to get their data on the progress of their schemes ready, the assessment's

Evaluation Time



MINISTRIES HAVE been asked to get their data on the progress of their schemes ready

SELECTION OF

HITI AAYOG HAS DIVIDED schemes sector-wise into 10 packages, which include agriculture, women and child development, human resource development, urban transformation, rural development, drinking water and

cle, which will end early next year.

For the process of assessment, the country has been divided into six zones for the exercise and DMEO officials will work with the researchers and data collectors over the next few months. "The exercise will reveal how over 500 schemes in different sectors, spread across states are working and what are the gaps that need to be filled in by policy makers. Not just in centrally-sponsored schemes

Recognition that validates our success

Reaching 25 years is a real milestone for the IPE Global family, whether we were there right at the start, a few years ago like Triple Line, or are a recent arrival. It has been an exciting journey to be part of this growing family always working hard to make a difference in people's lives. Reflecting on the journey, **a few things that stand out as the hallmarks of our approach: a commitment to the men, women, girls, and boys to create an equal world;** a collaborative approach to deliver the best; and an openness to learn from everyone we meet on the way. A great foundation to build on as we enter our next quarter century!

Clarissa Poulson
Director, Tripleline





Largest Development Consultancy in South-East Asia

**First Indian Company which joins G7 endorsed
Impact Investment Initiative for Global Health
as Founding Members**

Winner of P3 Impact Award for innovative partnership
to improving health systems in India

Conviction is the compass to success

Congratulations IPE! The experience of being a part of this milestone evokes a sense of pride and connection. **It's a moment to appreciate the resilience, innovation, and camaraderie that have shaped our collective success.** Wishing IPE many more years of success and glory ahead...

Dr Harish Kumar
Project Director, SAMVEG



Conviction is the compass to success

Confidence is the compass that guides us on the journey to success and shapes our path with conviction. And, IPE has always inspired this confidence in each one of us to achieve the impossible... **My experience with IPE says this confidence comes from preparation - the key to success.** And, I hope to instil the same faith in my team as I go along the way. Happy 25 IPE, and here's to the next 25 years of inspiring and impacting lives.

Shalender Sharma
Director, Education & Skills Development

Conviction is the compass to success

Congratulations IPE Global and its family on completing 25 years in the development sector. I had a privilege of working with IPE and to interact with a diverse talented pool of international, regional and national experts. **IPE is helping in igniting and unlocking the tremendous potential of shared collaborations in NIPI and shaping the road to success in Maternal, New-born and Child Health between two countries of India and Norway.** The retreats and strategic meetings were well planned events and something employees look forward to attending.

Dr. Ashfaq Bhat
Director, NIPI



Inspiring Confidence

REWARD AND RECOGNITION PROGRAMME



Empowering Change

YOUNG LEADER PROGRAMME (YLP)



We succeed because change is celebrated

Change is inevitable in any learning organisation. The path adopted by IPE to change for organisational excellence is unique in many ways. First, **it rests on the culture of openness where each team member has a say.** Second it encourages collaboration where different teams assess the power of change for good. Third, commensurate resources are commuted to introduce the well thought changes. And finally, success because of change is celebrated.

Raghwesh Ranjan

Senior Director, Social and Economic Empowerment



We succeed because change is celebrated

In this 25 years of IPE Global's phenomenal journey I truly feel blessed and humbled for being part of almost half of this glorious journey and for being entrusted with an extremely critical success focus area which is people centred and contributes towards empowering change in the organization leading to business success.

We have continuously evolved over years with our strong foundation deeply rooted in our culture of entrepreneurial ownership of work, collaboration, recognition, adaptability, innovation and open communication. **Our commitment to culture building and enhancing ensures that each team member contributes to positive transformations in their areas of work.**

Celebrating consistent efforts and achievements is not just a practice, it is an integral part of our organizational DNA, which helps us in nurturing a proactive response to change. This dynamic culture defines IPE Global, reflecting our collective and forward thinking approach to challenges and opportunities alike.

Kavita Fadnis
Vice President, Human Resource



A need to rethink what is taught

Being a part of this anniversary is not just about acknowledging a numerical milestone for me; it's about celebrating the vibrant tapestry of experiences, relationships, and accomplishments that make our journey unique and memorable. **Over the years with the lessons learned, bonds forged, and the aspirations built, it has been a great 18 years of seeing IPE grow ...** Wishing us many more years of learning and celebrating together...

Anil Kumar Bansal

Senior Director, Urban Infrastructure and Tourism



A need to rethink what is taught

*The woods are lovely dark and deep
But I have miles to go before I sleep*

With a rich legacy behind, 25 years marks the beginning of a new chapter for us with a sense of pride, gratitude and unwavering commitment to shape a future that promises greater achievements and milestones.

Having been around for nine of 25 years of IPE, time has flown by. I have celebrated and enjoyed every minute of it! Somehow makes me historical but it's impossible not to look back... **Nine years ago I was younger and thought I knew everything, but I didn't, and I still don't because I am still learning each day both from my peers and mentors.** But, what is convincing is that the years with IPE Global have made me a better human both personally and professionally. Something intrinsic to IPE culture which believes in going beyond the ask to unlock new possibilities which inspires collective growth and unparalleled excellence...

Shilpi Jain

Head, Corporate Communication



A need to rethink what is taught



A culture that celebrates the spirit of innovation, experimentation, and risk-taking – that's IPE for us! An organisation which embraces that it is human to err but important to learn... And, who better than me can agree on it. Coming from Odisha project team to New Delhi was huge shift for me...new city, new office and new people..but what stood out was our common thread of our deeply rooted values which believe in encouraging each other's growth. Like anyone, I did make mistakes but what stood out was the acceptance and belief in me by my mentors...**Today it is over 17 years and still feels like yesterday! Thank you IPE for these wonderful years and making it more special with 25!** Wishing IPE many more of success and glory...

Sudarshan Panda
Director, Corporate Risk & Compliance

A need to rethink what is taught

At IPE global, we believe that learning is not a destination, but a continuous journey of transformative experiences. For 25 years, we have nurtured an environment where curiosity thrives, experimentation is encouraged, and knowledge is shared without bounds. **Together, we are co-creating an innovative learning organization that will shape the future of international development.**

Shantanu Das

Director, Economic & Public Financial Management





2023

A YEAR
in
REVIEW

Thank You

for being part of this milestone year in our journey!



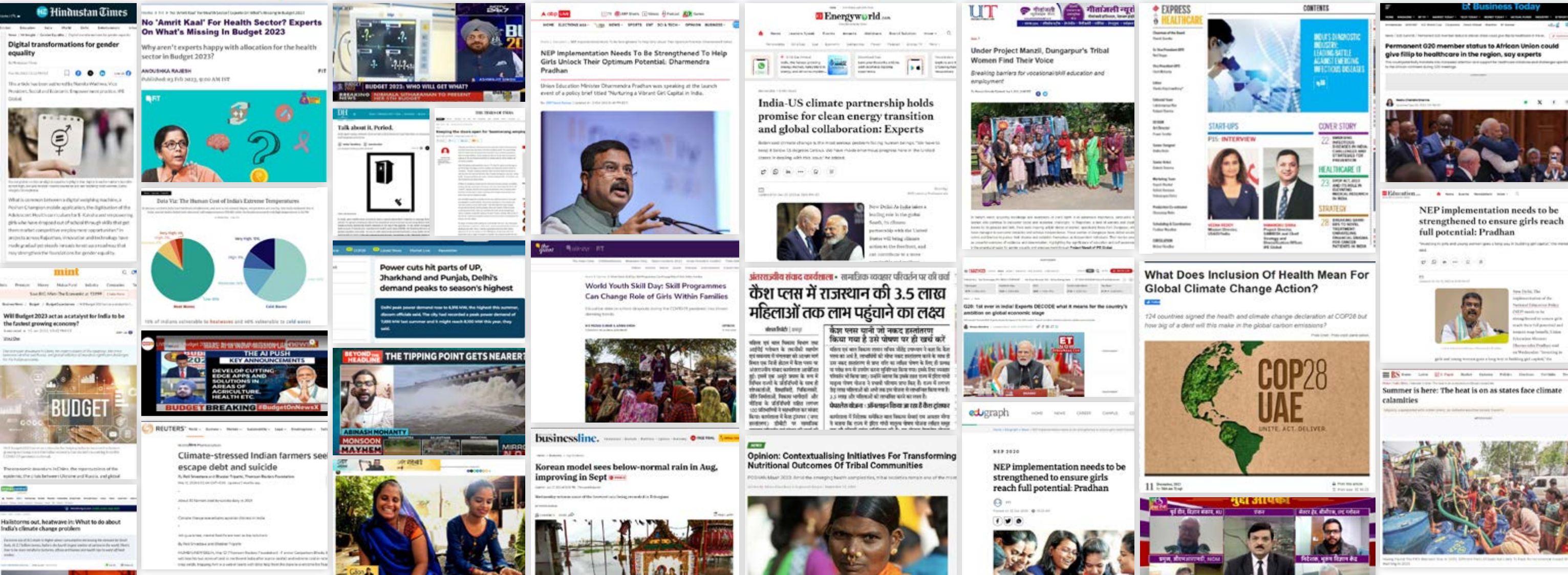
IPE GLOBAL IN THE MEDIA

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Wall of Gratitude

"Anyone can work individually, but as a team, you can work more efficiently." Congratulations to IPE Global on its 25th Anniversary of success and Best Wishes for Many More Years to Come.

Nishan Saha
ESD Team, Meghalaya

Congratulations for completing 25 years and all the best in the coming years!. Twenty five years of services deserves nothing but admiration! I'm fortunate to be a part of the IPE family.

Sushmita Chettri
Urban Team, Shillong

Thank you, IPE, for your tremendous support and I wish you a successful growth for years to come.

Laisom Singha
ESD Team, Shimla

Congratulations to IPE on achieving this wonderful milestone. It is a marvellous feeling to be a part of this vibrant organisation. IPE was the best.... is the best.... and will remain to be the best.... in coming years. This is just the beginning, and we wish to add many feathers in IPE's hat in the years to come.

Prashant Agarwal
HNWash Team, Lucknow

Congratulations IPE Global on your 25th Anniversary! I remember the day when I joined IPE in 2008, the 10th Anniversary was celebrated at Patna office! The journey of IPE has been glorious under commendable leadership of founder-director Sh Ashwajit Singh and the best of the teams who put in hard work and enduring dedication in making the company a success. With each passing year the company has touched new milestones and established new values and standards in the consulting world with a global presence.

I'm proud to be associated with IPE and thankful to the management for providing opportunities to work on some of the iconic projects like Mahakal Mahalok. I've found IPE is the best place to work with. Wishing more success in the upcoming future! All the best!

Sanjay Shakia
Urban Team, Ujjain PDMC

"Wishing a happy 25th anniversary to IPE Global and continuous company success. "On IPE Global anniversary, we celebrate all of the great things that have been accomplished by the organization and look forward to all that's to come." I am feeling proud to be part of IPE family and celebrating its 25th anniversary. I wish the successful journey continues.

Srashti Kumawat
SEE Team, Dungarpur

Proud to be an IPEan. Wish #IPEGLOBAL on its Silver Jubilee year. I really got elevated and glad to work with these thrilling teams.

Parassin Raj T S
Urban Team, Kerala

Congratulations team IPE Global for completing 25 years and wish company success on commitment to continue "Expanding Horizons and Enriching Lives". It has been a pleasure to be a part of the 25 years celebration . A team which has given me so much, from practical learning to decoding professional behaviour to successful completion of my MBA degree from IIM Shillong.

I am extremely grateful to everyone I met along the way. You know who you are. So happy to be a part of this path. Thank you. Looking forward to the journey ahead...

Anjan Patra
Urban Team, Shillong

Congratulations IPE for completing 25 years of spreading happiness, promoting development and growth and enriching lives.

Ranabir Dey
Urban Team, Kerala

Coming together is a beginning, staying together is progress, and working together is success...

Our Project Teams



Alumni Speaks!



Remarkable filled with growth, learning and meaningful experiences. The organization's commitment to excellence, supportive colleagues and collaborative work environment contributed to the urban discourse in the country.

Hitesh Vaidya

Director, National Institute of Urban Affairs, GoI



With a fair degree of freedom to pursue opportunities in my core area, deliver projects and gain international experience. Various opportunities of cross learning, training and interaction helped me immensely in enhancing my soft skills.

Himanshu Arora

Associate Director, PwC



It was a rich experience that helped me grow both personally and professionally.

Soma Biswas

Communication Advisor, GIZ

This is a great learning platform. All you need to do be is participative and do the best work you can. You will be given opportunities at appropriate times and be rewarded fairly for all the hardwork.

Aashna Bhatia

Marcom Lead, S&P Global



Working with colleagues had a significant impact with my journey & personal growth.

Aamir Khan

Global Talent Acquisition Specialist, UNW World Food Program



An organization that gives flexibility and freedom to excel and make some amazing relationships at work.

Vishal Chaudhury

Manager, FIND India





Team Corporate Communication



Priya Khurana

Oversees corporate social media platforms for greater outreach



Priyanka Nagpal

Manages Media and PR functions for external visibility



Tanya Singh

Heads Corporate Communication and Quality functions for IPE Global



Shilpi Jain

Leads Corporate Communication function to build brand visibility and outreach



Sapna Subba

Conceptualises and creates designs for collaterals



Roshni Subramanian

Manages corporate websites and content products