

jOSH stories



Hersh Shah
Chief Executive Officer
Institute of Risk Management (UK)-
India Affiliate

In passion we trust, for passion finds infinity and says that is how many ways I can exist.

- Corinne Meier

My jOSHful experience at KPMG in India began in 2012, immediately after clearing my Chartered Accountancy examination. I found myself adapting quickly to the values, philosophy and professional environment here. The open-door policy, receptiveness to new ideas, speed of execution, continuous training and mentorship from partners, directors and other seniors, provided a perfect platform for me to explore my intrapreneurial skills and launch various revenue generating initiatives for the business line.

Passion – the genesis of genius

I started research on risk management at the age of 21 after delivering a talk on this subject to a group of students, just before joining the firm. From that moment on, I developed a strong interest and decided to work in enterprise risk management (ERM). At Governance, Risk and Compliance Services (GRCS), there were sub-verticals – internal audit, ERM and financial services. My interview was conducted by two directors and a partner who grilled me enough on why I would be the right fit for an ERM service line, until I finally convinced them. Since that day, without looking at the clock or the calendar, I committed myself to a four-year journey. Building on my passion for ERM, I took up challenging risk consulting assignments across India, USA, South Africa, Hong Kong and UAE while continuing to deliver training sessions for internal teams, new recruits and students.

Focus and belief – the perfect cocktail

While every day was a jOSH moment, as I grew from an executive to an assistant manager, there were also a set of failures, disappointments, challenges and complexities. But with the support and guidance of my colleagues, buddies, HR team and seniors, I was able to grow through these times. If I had to settle

on one fond memory, it would be the CEO's 'Ideas for Innovation' competition. All employees were invited to submit an innovative business proposition that would garner significant revenue and also enhance KPMG's brand value. Without thinking twice, I decided to take this up by taking an unpaid leave and working on a detailed plan. Those were some of the most hectic weeks of my entire life. I slept for less than three hours a day over 15 days and finally submitted my idea to the CEO's office. I was 24 then and often thought about what would meeting the CEO of such a large firm feel like. Within a month the results were announced, and my idea made it to the top 5 from among 500 applications across the firm. That flight to New Delhi, those moments before entering the CEO's chamber for the presentation and that experience of playing the role of an advisor to the leader of the firm – it is a memory of a lifetime.

Life after KPMG in India

My passion continued even after moving on from the firm. I ended up training 1,000+ students in risk management over nine years. Fast forward to 2020, it feels great to be back in the education sector as the CEO of Institute of Risk Management (UK) - India Affiliate and a Technical Specialist elected by

IRM Global. The IRM is the world's leading professional body for enterprise risk qualifications (level 1 to level 5) with presence in 143 countries and thought leadership for over 30 years.

In the end, I must say, I made some great friends at KPMG in India who were nothing less than family to me and a big thank you to my mentors Richard Rekhy, Raajeev Batra, Anthony Crasto, Jitendra Shah and Himanish Chaudhuri. I am also grateful to all my seniors, directors and partners who are just a call away, even today.



Hersh Shah with his team



Nurturing leaders since 2013