MEDIA PROFILE

Vikram Jit Singh

AUTHOR · CHRO · TRANSFORMATION LEADER

Principal, Haldenbrook Advisory



Vikram Jit Singh has spent 25+ years leading people and transformation work in global businesses. He has now written two books about the gap between what people are capable of and what they are allowed, or allow themselves, to do.

Harvard Business School
Alumnus, Senior Executive Leadership Program—India (SELPI)

MBA, Gold Medallist
Human Resources

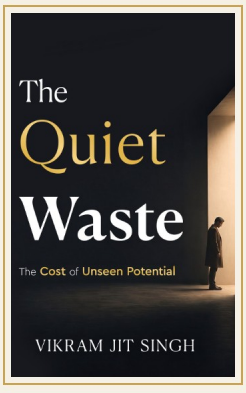
PhD, BML Munjal University
Thesis submitted, August 2026

25+ years of leadership
McKinsey · PwC · Li & Fung

> *"Most organisations are designed to manage their people. And that design is destroying the very capacity they need to grow.*

FROM THE QUIET WASTE · INTRODUCTION

TWO BOOKS



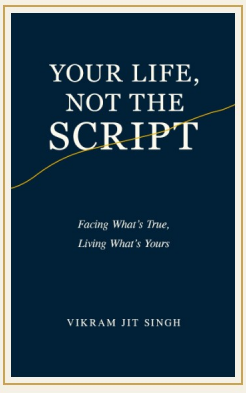
The Quiet Waste

The Cost of Unseen Potential

Why capable people go quiet at work: a four-part cycle of system design, individual response, leadership drift and cultural calcification that lets capability go unrealised.

White Falcon Publishing, August 2026
ISBN 978-93-7631-175-0

Amazon India · Flipkart · Kindle



Your Life, Not the Script

Facing What's True, Living What's Yours

For the moments when you are getting through the day but something has gone quiet: inherited expectations, comparison, boundaries, anger, loneliness and the courage to change your mind.

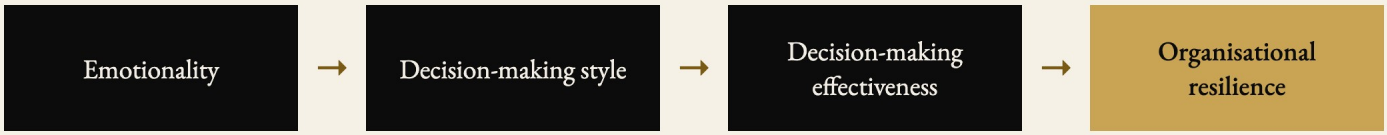
Bigfoot Publications, September 2026
ISBN 978-93-345-2125-2

Amazon India · Flipkart · Kindle

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THE RESEARCH

Personality does not build resilience. How leaders decide does.



The direct path from emotionality to resilience was not supported. The effect runs through the decision chain.

His PhD thesis at BML Munjal University, submitted in August 2026, surveyed 220 senior leaders across six Indian cities and four sectors, then interviewed 20 of them. The pathway was almost identical for women and men. The implication: leadership development gains more from improving decision process than from profiling personality.

> **Read with care.** This is a cross-sectional, self-reported study. It shows association, not proof of cause, and the interviews explain the numbers rather than test them again.

CONVERSATIONS FOR HOSTS AND EDITORS

Speaks at industry conferences and university and business-school programmes; 17,000+ followers on LinkedIn.

01 **Why capable people go quiet at work**
The structures and incentives that leave capability unused, and what that costs organisations.

02 **How leaders really decide under pressure**
Why decision process, more than personality, shapes how organisations hold up.

03 **Changing your mind without losing conviction**
Why revising a view is a leadership discipline, not a weakness.

04 **Deciding what to stop**
When automation removes the limits that once forced leaders to end things, vision means choosing what to end.

05 **Resenteeism, loyalty and staying put**
What the unspoken contract between employer and employee has become.

06 **Why a CHRO wrote about the inner life**
Comparison, self-editing and inherited expectations, and what they share with life at work.

SHORT BIO · FOR PROGRAMMES AND BYLINES

Vikram Jit Singh is the author of *The Quiet Waste* and *Your Life, Not the Script*, a CHRO and senior HR leader with 25+ years across McKinsey, PwC and Li & Fung, and a Harvard Business School alumnus and MBA Gold Medallist. He has submitted his PhD thesis on leadership decision-making under disruption and is Principal at Haldenbrook Advisory in New Delhi.

Across both books, he writes about the distance between what people carry within them and what their workplaces, circumstances or habits allow them to express.

FOR INTERVIEWS, SPEAKING AND ADVISORY CONVERSATIONS

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