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CEO Insights

RESORT & RESTAURANT LEADERS - 2026

CEO Insights TOP 10

RESORT & RESTAURANT

LEADERS - 2026

Certificate Of Recognition

CEO Insights

IS PROUD TO PRESENT

SUDIPTA DEB

Managing Director, Inventree Hotels & Resorts

AS ONE OF THE

Top 10 Resort & Restaurant Leaders – 2026

This is an annual recognition that showcases exceptional hospitality leaders from across different sectors who guide their respective resorts and restaurants to their future by setting benchmarks across several key parameters.

Rachita Sharma

Managing Editor

SUDIPTA DEB

PIONEERING PEOPLE-FIRST HOSPITALITY AND DRIVING INDIA'S HOTEL REVOLUTION

SUDIPTA DEB
MANAGING DIRECTOR
INVENTREE HOTELS & RESORTS

- **Favorite Travel Destinations:** *Manali, especially the Shimla–Manali region, is my favorite destination for its cool climate and stunning mountain scenery.*
- **Food Preferences:** *Have a special love for South Indian cuisine, with its vibrant flavors and timeless appeal.*
- **Favorite Book:** *Two of my favorite office reads–Marshall Goldsmith's What Got You Here Won't Get You There and Anthony Robbins' "Awaken the Giant Within"–continue to shape my views on leadership and self-growth.*
- **Awards & Recognition:** *In 2008 at Accor, during the global recession, I earned a certificate and cash award recognizing my resilience and commitment to excellence.*

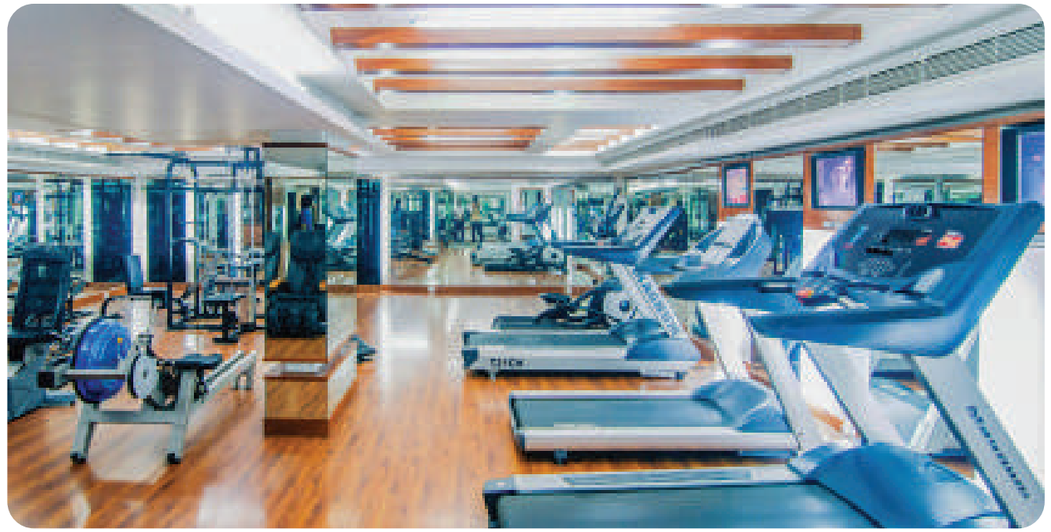
Sudipta Deb, a pioneering hospitality leader, combines operational expertise, global exposure, and entrepreneurial vision to grow Inventree Hotels & Resorts into one of India's fastest growing chains. His people first, transparent, and sustainable leadership enhances both guest experiences and team engagement.

Hospitality thrives on people as much as properties. Sudipta Deb, Managing Director of Inventree Hotels & Resorts, blends operational expertise, global exposure, and entrepreneurial vision. Starting in the early 2000s with India's first apartment-style hotel in Bangalore, he advanced through ITC Fortune, Accor, and Lemon Tree before founding Inventree in 2014. From one 100-room property in 2020, the brand has expanded to nine hotels with nearly 900 rooms by 2025, guided by his people-first, transparent, and corporate-focused philosophy.

How did your early experiences in hospitality shape your transition into entrepreneurship?
After completing my hotel management studies, I trained at a standalone property before co-founding India's first apartment-style hotel in Bangalore (2003–04), which achieved 90 percent occupancy over five years. I then led sales and launched two hotels at ITC Fortune, refined global processes at Accor, and broadened my perspective at Lemon Tree as Regional Director of Sales. In 2014, I founded Inventree Hotels & Resorts, signing its first hotel in 2019–20 at the very property where my career began. Despite the challenges of COVID-19, we steered Inventree's expansion from one 100-room property in 2020 to nine hotels with nearly 900 keys by 2025, reflecting both resilience and vision.

How does your team-driven approach shape guest experiences and growth in your hospitality brand?
At Inventree, people drive growth through passion and efficiency, not external funding. The leadership team, with 200+ years of collective experience, shares a purpose rooted in Indian hospitality - service from the heart. Success blends mindset with operational discipline, supported by strong systems, checklists, transparent reporting, and a Guest Satisfaction Tracking System. This cycle of feedback and refinement ensures consistent, seamless, and memorable guest experiences.

How does your company integrate sustainability and people-focused practices into its growth strategy?
Inventree emphasizes practical sustainability measures that make lasting impact. Tree plantation is central, with every milestone marked by planting new trees. Motion-sensing lights minimize electricity and water usage, while food waste is carefully monitored through leadership reporting. The guiding philosophy rests on three pillars, the 3 "P's": Planet, People, and Profit, reflecting a balanced approach to growth. India's strong economic momentum provides fertile ground, yet the industry faces challenges in securing skilled manpower. To address this, Inventree has partnered with a hospitality institute to recruit, train, and employ talent from rural and underprivileged communities. This initiative strengthens teams across cities and ensures the brand promise is consistently delivered with care, integrity, and people-driven service at scale.



How have your upbringing and values shaped your leadership style?
Raised in a modest middle-class joint family, I developed strong values early on, with transparency becoming the cornerstone of my leadership. I believe openness with my team is vital for building trust, as true leadership is collective, where success stems from sharing challenges and achievements. Equally important to me is purpose, work must be mission driven and meaningful, otherwise it risks becoming routine. By combining transparency, accountability, and purpose-driven engagement, I have fostered alignment across the organization, creating a culture where every team member feels connected to the mission and motivated to contribute. This approach has been a defining factor in driving sustained success.

Looking ahead, what does your future roadmap look like?
Inventree currently operates nine properties, primarily across South India, with more than 900 keys under management. The immediate priority is aggressive expansion into southern and western India, with plans to double inventory within two years and reach approximately 2,000 keys by 2030. While the brand has so far been positioned largely as room-focused, it is now preparing to diversify. A key initiative is the introduction of Purple Pitch, a lounge bar concept scheduled to launch in 2026–27 at two flagship hotels. With several new properties in the pipeline, Inventree is also working toward a formal reclassification of its brand within the next 12 months, signalling its evolution from an inventory-driven model to a holistic hospitality brand blending scale with lifestyle experiences.

What advice would you offer to other leaders in the hospitality industry?
I believe fairness must guide my interactions with both internal teams and external stakeholders. Transparency within the organization builds trust, and extending that openness to stakeholders ensures credibility and strengthens relationships. My commitment to honesty and clarity is a cornerstone of long-term success.

Regarding Your Hobbies and Favorite Pastimes:I read every night before bed and love traveling, always eager to explore new places. CEO