

**Company:** IBM, Armonk, NY, USA

**Company Description:** IBM is the hybrid cloud and AI technology company, focused on providing client value through a combination of technology and business expertise. IBM solutions draw from an industry-leading portfolio of capabilities in software, consulting services and a deep incumbency in mission-critical systems, all bolstered by one of the world's leading research organizations.

**Nomination Category:** Individual Awards Categories

**Nomination Sub Category:** Mentor or Coach of the Year – Business

**Nomination Title:** Nevetha Kannappan, Software Development Manager



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated woman, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions for this category, provide them in the spaces below:

3. Briefly describe the nominated individual: history and past performance (up to 200 words):

**Total 173 words used.**

With two decades of experience in Information Technology, Nevetha Kannappan is a seasoned technology leader who blends strategic vision with a deep passion for mentoring and team development. Her journey began with modernizing critical business systems, where she guided teams through complex transitions—from IBM Notes to scalable web-based platforms—while nurturing resilience and adaptability.

A strong advocate for continuous learning, Nevetha led a transformative reskilling initiative in 2021, pivoting her team toward Salesforce. Through structured coaching, personalized mentoring, and certification support, she enabled 77 Salesforce certifications within her team, fostering a high-performing, future-ready delivery unit.

Her commitment to mentoring extended into the AI era. Since late 2023, she has championed AI adoption by mentoring her team through hands-on enablement, targeted training, and PoC development. Her focus on building confidence alongside capability resulted in the successful creation of Generative AI tools on the watsonx platform - enhancing productivity and sparking innovation.

Nevetha's leadership is defined not just by technical accomplishments but by her ability to coach, inspire, and unlock the full potential of her teams.

4. Outline the nominee's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):

**Total 223 words used.**

#### **Mentoring Future-Ready Teams While Delivering Mission-Critical Outcomes**

Nevetha successfully balanced strategic AI upskilling with the delivery of business-critical outcomes for her 40-member team. By embedding AI learning into daily workflows and coaching team members through real-time application, she ensured continuous capability building without disrupting delivery excellence.

#### **Building a Culture of Learning Through the AI & Automation Guild**

Demonstrating her commitment to collaborative learning, Nevetha founded and scaled the **AI & Automation Adoption Guild** in India—a platform for mentoring peers in applying AI to solve business challenges. Under her leadership, the guild hosted **64 focused sessions**, nurturing innovative thinking and hands-on experimentation.

#### **Tangible Outcomes:**

- o **Salesforce Code Generator Tool** (in production): Coached developers through design and deployment, leading to a **25% boost in productivity**. The tool earned the **IBM Finance & Operations Outstanding Innovations Award**.
- o **AI-Powered Test Case Automation** using watsonx: Mentored the QA team to automate test cycles, saving **2+ hours/month** of weekend support.

#### **Extending Mentorship Across a 140-Member Subdomain**

Nevetha expanded her coaching impact by conducting **10 AI knowledge-sharing sessions** across a larger 140-member subdomain. Her focus on practical enablement empowered multiple teams to actively contribute to AI initiatives.

#### **Business Impact:**

Her mentorship enabled broader team participation in strategic POCs and culminated in her team winning **2nd place (ECO\_Sales\_Assistant)** at the **2024 watsonx Hackathon**, showcasing the power of guided learning and hands-on leadership.

5. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

6. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words):

**Total 230 words used.**

#### **Setting the Benchmark in Scalable AI Leadership and Talent Transformation**

Nevetha stands out in the AI space for her rare ability to bridge **strategic vision with sustained execution**—turning experimentation into enterprise-scale outcomes. Unlike many who remain at the proof-of-concept stage, she has driven **end-to-end transformation**, most notably by institutionalizing AI adoption through the **AI & Automation Guild**. This initiative has created a structured pathway for teams to evolve from idea generation to scalable delivery, resulting in multiple AI solutions now in production.

What sets Nevetha apart is her **dual focus on technology and people**. From leading a large-scale reskilling from Salesforce to AI/watsonx, to mentoring her team through certifications and hands-on projects, she has built a future-ready workforce that's ahead of industry norms. Her influence extends beyond her direct team—through **10 AI enablement sessions** across a 130+ member subdomain, she has demystified AI and made it accessible, breaking down the silos often seen in tech leadership.

Key differentiators include:

- o **Proven, scaled AI execution with measurable impact**
- o **Enterprise-recognized innovations**, including tools that improved developer productivity by 25%
- o **Talent development**, including the appointment of a Senior Technical Staff Member from her team
- o **Cross-functional leadership** that unites delivery, innovation, and capability building

In an era where AI leadership is essential, Nevetha delivers not just ideas—but outcomes. Her ability to lead through enablement, transformation, and execution places her in a league of her own.

#### **Attachments/Videos/Links:**

[Nevetha Kannappan, Software Development Manager](#)

[REDACTED FOR PUBLICATION]