

Niren Gawarvala

Manufacturing Entrepreneur · Certified Scaling Up Coach · People & Systems Architect

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ABOUT

You built something real. Now it feels like the growth has a ceiling — and you're not sure if it's the market, the team, or the structure that's holding you back.

Niren has been exactly where you are — and he has spent 30 years figuring out how to break through it.

As Promoter and Director of Rubber King Tyre Pvt. Ltd., Niren scaled a manufacturing business from the ground up to exports across 50+ countries, supplying global tyre majors including Michelin, Apollo, MRF, CEAT, and Goodyear. Over three decades, he delivered 100X revenue growth — not through luck or a single inflection point, but by repeatedly solving the hardest problems of scale: building leaders who lead, systems that run without him, and a culture where accountability is the norm.

100X

Revenue growth over 30 years

50+

Countries in export portfolio

4

Plant expansions led

Today, as Founder of Red Envelope Consultants LLP and a Certified Scaling Up Coach, Niren brings that hard-won operating experience directly into his coaching. He works with founders, promoters, and second-generation leaders who are ready to stop firefighting and start building businesses that scale beyond them.

What sets Niren apart in the India and Asia region is a rare combination: deep manufacturing and operations DNA, dual-market exposure (India + global), and fluency in the specific dynamics of promoter-led and family businesses — the trust issues, the succession challenges, the fear of letting go, and the opportunity that comes when the right structure finally clicks into place.

His coaching is grounded in the Scaling Up methodology — People, Strategy, Execution, Cash — and delivered with a practitioner's obsession with details and real-world results. No theory. No generic frameworks applied off-the-shelf. Every engagement is built around what your business actually needs to move.

Red Envelope Consultants takes its name from a universal symbol of prosperity — **because at REC, we believe prosperity is not luck. It is designed.** We provide the structure, the systems, and the people that protect and deliver your growth.

If any of these sound familiar, you're in the right place: Growth has stalled and you can't pinpoint why · You're still the bottleneck despite a full team · The 2nd gen has joined but alignment is fractured · Revenue is up but cash is always tight · Strategic planning feels like an annual ritual, not a compass

How it works: Every engagement begins with a complimentary 60-minute diagnostic conversation — no agenda, no pitch — just an honest look at where your business is, where it needs to go, and whether Scaling Up is the right fit for you right now.

Client outcome

“Before working with Niren, our appraisal process was completely subjective — increments were decided in the promoter’s cabin with no transparency, and good people were leaving because they didn’t see fairness in the system. Within one financial year, Niren helped us introduce measurable KPIs, a clear performance cadence, and a structure the whole team could understand. Employee acceptance improved dramatically, and I personally stepped back from a process that used to consume weeks of my time every year. For the first time, my team owns their own performance — and so do I.”

Parimal Parekh — Terrapro Geosynthetics, Mundra (Gujarat)

Manufacturing · Engaged since 2024

Outcomes: Founder removed from appraisal bottleneck · KPI-driven culture installed · Talent retention improved

PROFESSIONAL HIGHLIGHTS

Niren spent over 30 years as Promoter and Director of Rubber King Tyre Pvt. Ltd., building it from a domestic manufacturer into an export-driven business serving 50+ countries and supplying some of the world’s most demanding tyre brands. Over that period he led four plant expansions — two greenfield and two brownfield — scaling capacity and operations at each stage while maintaining profitability and quality standards.

- Led 2 greenfield + 2 brownfield plant expansions across multiple locations
- Implemented Microsoft Dynamics ERP across 5 locations in under 9 months
- Drove OEE to 90%+ through continuous improvement and lean manufacturing
- Built performance-driven culture with scorecards, KPIs, and the Young Achievers Club for second-line leadership development
- Created diversified product & customer portfolio across 50+ global markets
- Installed meeting rhythms, cash systems, and accountability structures that outlasted his direct involvement
- Founder, Red Envelope Consultants LLP
- Regular contributor on business growth, leadership, and scaling for Indian founder-led businesses — [linkedin.com/in/nirengawarvala](https://www.linkedin.com/in/nirengawarvala)
- EO Gujarat — Founding Member and Chapter President, 2014–15; South Asia Forum Director, 2016–17

Coaching approach & methodology

Coaching combines four integrated disciplines:

- **Scaling Up framework:** Evidence-based tools to align your strategy, execution, and people across the Four Decisions — People, Strategy, Execution, Cash.
- **Goal-setting & rhythm:** Clear priorities and a structured cadence of reviews so execution never slips between quarters.
- **People systems:** Role clarity, accountability structures, and performance frameworks that scale with your business.
- **Talent acquisition:** Leadership and critical hire processes built for fit, speed, and long-term retention.

The core differentiator: Niren helps clients build the right processes — and hire the right people to run them. Growth without the right people in the right seats is temporary. Growth with both is sustainable.

Typical engagement: Monthly leadership team progress sessions + quarterly deep planning intensives + weekly 30-60 minutes accountability check-ins. Most clients retain Niren on a 12-month basis, with many continuing into year two and beyond.

Credentials

- Certified Scaling Up Coach
- B.E. Mechanical Engineering (India)
- M.Sc. Polymer Science & Engineering (UK)

Industries of expertise

- Manufacturing, BFSI, Trading, Professional Services
- Family / Promoter-Led Businesses
- Second-Generation Succession

Coaching regions

- India · Middle East · Africa

PERSONAL HIGHLIGHTS

Niren's belief — that businesses scale when people grow — is one he lives personally, not just professionally.

Despite a lifelong fear of heights, he completed a skydive from 14,000 feet. He has driven self-guided expeditions across Leh–Ladakh (15 days), Northeast India (16 days), and Bhutan (14 days). He took up golf after Covid and has already achieved a hole-in-one. Each of these reflects the same character he brings to coaching: patient, disciplined, willing to move through discomfort, and quietly determined to finish what he starts.

These are precisely the qualities founders working with Niren notice in the room. He pushes — not aggressively, but consistently — because he knows from personal experience that the most important breakthroughs happen just beyond the edge of comfort.

Based in Ahmedabad with his wife, Aanal. Their daughter Priyanshi — US-educated in finance and entrepreneurship — is co-founder at Red Envelope Consultants, bringing a next-generation perspective to every engagement.