

Kishan Herriotts

Director of Global Benefits

Kishan Herriotts is Executive Director at Benefits Advisory Services, a consultancy based in the UK that advises U.S. corporations on the design of their overseas employee benefit programs. Client range from start-ups to large corporations.

As a Director at Willis and as a principle at two other prominent UK-based benefits firms, Kishan has been involved all his career in global employee benefits, with a focus on assisting U.S. multinationals with employees around the globe.

He founded Benefits Advisory Services in 2020 after selling his own benefits consulting group in 2018 to a top-10 U.S. brokerage. His firm, which provided benefits advice and implementation for international corporations but with a focus on Anglo-American issues, grew to employ over 30 people before he sold. During the 10 years he ran the firm, he grew revenue and EBITDA annually by over 30 percent.

During his time with Willis, he developed a formula for assisting emerging multinationals in all aspects of health and welfare benefits as well as retirement pension plans.

In addition to benefits, Kishan also can assist on company formation and local HR & payroll issues, as well as accessing property and casualty insurances around the globe.

His expertise extends to audit of existing programs as well as ongoing management and due diligence for mergers and acquisitions. To date he has assisted clients in over 100 different countries where he can access local knowledge on benefits and Social Security provision.

His business travels regularly take him across the U.S. and to many other parts of the world.

Kishan's interests include spending time with his family, sailing his boat, and watching his racehorse run.