

Air Cmde (Dr) Ashvini Chawla (Retd)
BE, FIETE, MSc, AAI, MBA, PhD

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IAF lives with the motto – **Touch the Sky with Glory**. I am proud to have been a part of this organization for 32 years. Over past three decades, IAF has shaped and moulded me with hard work and diligence, bringing out the best in me and making me what I am today; it has been quite a ride. Having led teams of 200 to 500 people, eco system and opportunities equipped me with the knowledge, skills and abilities in doing leadership, consulting, decision making in uncertainty, designing processes & training curriculum, quality and relationship management analytical thinking, cost benefit analysis and controlling operational logistics (exhibited during field and staff assignments within India and international environment during UN mission to Sudan). Self-motivation, discipline, initiative helps me in maintaining high team energy levels. I am now willing to take up challenging leadership roles for organizational excellence by converting individual brilliance into team work in a VUCA environment.

Professional Profile

- Experienced and avid researcher
- BE (Power Electronics), FIETE, MSc (Defence & Strategic Studies), MBA, PhD
- Trained in Aircraft Accident & Investigation and identifying Human Factors in Aircraft Accident (HFCAS)
- Experienced in Strategy formulation, process innovation, leading and developing cross functional teams
- Proficiency in data analytics, defining technology-oriented solution and evaluation of projects
- Conduct of Leadership and Behavioural Science training

Skills and Accomplishments

- Organized and accomplished tasks under high pressure
- Strong credentials in crafting innovative and creative solutions in HRM and aviation maintenance
- Hard work and focus in understanding, developing and executing leadership concepts, enhancing outcomes through process design, technology innovation and operational maturity
- Sound knowledge in conducting flight, maintenance safety/ quality reviews, teaching and training, process development in implementation and formulation of best practices
- Concept papers and vision documents guiding change and crafting best practices
- Efficient problem analysis through watchful judgment for personal & professional excellence
- Ethical and efficient team play with values and ethos, interpersonal relations, negotiating and problem-solving abilities and leadership acumen driving organizational performance

Core Competencies

- Diligence, Decision Making, Interactive Leadership, Strategy Planning and Execution
- Process Improvement, Qualitative and Quantitative Analysis, Human Resource Development
- Aviation Maintenance Safety
- Teaching, Training and Development for professional excellence
- Mentoring, Coaching and Counselling cross functional teams

Special Interests

- Driving organizational change, relationship management
- Understanding and strengthening self and others, inspired living
- Continued learning and study on leadership, gender studies and human resource happiness
- Formulating strategy and aligning focus, achieving people-organization alignment
- Identifying areas for improvement and process modifications, doing leadership
- Training and development of people, sharing real life stories, reading, playing squash and badminton.

Job Profile till date		
Director Administration & Business Operations		Jun 2021 – till date
Park Group of Hospitals, Park Faridabad, Haryana, India		
Interface between DRDO and IAF – designers and users for designing and integration of Electronic Warfare and Avionics Projects		2019 – July 2020
Crafting technology solutions at Base Repair Depot for MRO		2017 – 2019
Conceptualizing and Training and Development of Officers in Management Studies and Advanced Technologies		2016 – 2017
PhD in Management (Creating Leadership Symmetry in Organizations)		2014-2016
Impact and Efficacy of Human Resource Procedures and Practices		
Chief Engineering Officer (Operational Base)		2012-2014
Directing Staff (Conducting Leadership Training)		2007-2012
Centre for Leadership Training and Behavioural Sciences		
Squadron Commander (MRO of aero-engine)		2006-2007
Senior Engineer UN Mission Sudan		2005-2006
Squadron Commander (MRO of Avionics Rotables)		2003-2005
Planning, Execution and Supervision of 4 th line helicopter maintenance		2000-2003
Directing Staff (Conducting Professional Training)		1996-2000
Technical Type Training on Helicopter Maintenance		
Training and Certifications		
Decision Making in Uncertainty		Computer Society of India
Defence Services Staff College		DSSC, Wellington
Information Warfare and Security		IIT Kharagpur
Jeevan Vidya Shivir		IIIT, Hyderabad
Self-Discovery through Transactional Analysis		Infinum Growth Insights,
Aircraft Accident and Investigation		Institute of Flight Safety
Seminar – National Quality Seminar		CII, Bangalore
Art of Living		Art of Living
Human Factors in Aircraft Accident & Flight Maintenance and Administrative Safety		Institute of Flight Safety
Educational Status		
Class XII	The Air Force School, Subroto Park, ND	1984
BE (Power Electronics)	Nagpur University	1988
FIETE	IETE	1990
MBA	IGNOU	1993
MSc (Defence and Strategic Studies)	Madras University	2000
PhD (Management)	Amity University, Noida	2016
Honours and Awards		
Commendation by the Chief of Air Staff		
Commendation by the Air Officer in Commanding – in – Chief, Western Air Command		
Projects		
Study on leadership perception of young Officers in IAF – understanding SWOT, introduction of better practices to bring connect with generation Z in and their alignment in IAF		
Study on assessment of Enthusiasm in Employees – doing leadership and human resource differently		
Developing Feedback performa and analysis of course feedback – improvement in course curriculum		
Setting up of maintenance facilities for new inductions – enhanced operational availability of aircraft		
Introducing creative and innovative leadership training – reaching out to people in IAF for better decision making in life and understanding better for doing good in all situations		
Psychometric testing – analysis and interpretation for enabling people to understand own self		
Setting up for operations in UN Mission (Sudan) – successful operations in international environment		
Conduct of Technology Focus group colloquiums on Technology Trends		

Articles and Papers Published

What Motivates Employees in Present Day Organizational Settings? An Indian perspective	The International Journal of Business & Management (ISSN 2321 –8916)
Your People Do Not Care How Much You Know Until They Know How Much You Care	Case Studies Journal ISSN (2305-509X) – Volume 4, Issue 9 – Sep-2015
Customization – luxury of leadership	International Journal of Current Research Vol. 8, Issue, 05, pp.30972-30974, May 16
Demystifying Leadership	Global Journal of Management and Business Research, Volume 16 Issue 4 Version 2016 Online ISSN: 2249-4588 & Print ISSN: 0975-5853
Explore, Excite and Expand Leadership Capacity Lived Experiences of Present-Day Leaders on Leadership Training and Development in India	International Journal of Academic Research in Business and Social Sciences Sep 2015, Vol. 5, No. 9 ISSN: 2222-6990
Reading Your Organizational Alethiometer Matters!!!	International Journal of Business and Social Science Vol. 7, No. 4; April 2016
Inculcating Entrepreneurship Behaviour through Leadership Women Entrepreneurship: Culture and Norms - An Indian Perspective	Conference at IIT Roorkee International Journal of Management Sciences and Business Research, Jan-2015 ISSN (2226-8235) Vol-5, Issue1
Fostering Leadership: Realizing Intent to Practice	International Journal of Business Excellence
Making Innovation Work	Paper presented at glrc, Amity University, Noida
Managing Innovation at Work	International Journal of Research in IT and Management (IJRIM) Vol. 7, Issue 5, May - 2017, pp.56~70 ISSN(o): 2231-4334 ISSN(p): 2349-6517 Thomson Reuters Researcher ID: L-5236-2015
Tacit Knowledge – Decoding Appreciation as an antecedent to Tacit Knowledge	Concept Paper within IAF
Slips, Lapses, Mistakes and Violations – Viewing human error differently	Concept Paper within IAF
Impact of RCM in Aviation Industry	Concept Paper within IAF
Dear to Dare – Need for Human Resource Virtuosity; Re-thinking Approach and Execution – a mixed method study in Indian Context	Paper presented at conference at Oxford University (adjudged as the best Research Paper)
Creating Leadership Symmetry in Organizations Analysis of Human Resource Processes and Practices in Converging Leadership Intent into Practice	PhD Thesis
Date of Birth - 02 Jul 1967	