



P. Naresh Prasad

Naresh is an organizational capability development professional, with over 20 years experience in training, talent management, learning and organizational development from diverse industries and reputed organizations like American Power Conversions (APC), Schneider electric, Tatasky, Hindustan Unilever and NIS Sparta - Reliance.

Naresh is a Certified Coach, Behavioural analyst, Talent assessor and an Axiology analyst. He is well versed with the nuances of Training and Development like understanding the customer / BU needs, validation of concerns, Instructional designing, facilitation and post training evaluation.

During his corporate journey, Naresh has partnered with senior leadership and HR business partners both at strategic and operational level on capability building initiatives like potential assessment, talent development, employee engagement and retention.

As a professional performance consultant, Naresh believes in bringing distinctive change in the way participants look at their role, their responsibilities and their contribution to the organization. Choice of appropriate psychometric tools, assessment questionnaires, Inquiry dialogues and feedback mechanism adds to the effectiveness of his customized solutions.

Certifications:

- Certified Associate Coach (Erikson)
- Certified analyst for 'Leadership Versatility Index' (360*)
- Certified Axiometrics Analyst (Centre for applied axiometry -US)
- Certified Professional Behavioural Analyst: CPBA (TTI – US)
- Certified Professional Values & Attitude Analyst: CPVA (TTI – US)
- Certified in Trimetrix (TTI – US)
- Certified Competency Assessor (DOORS)
- Seven Habits of Highly Effective People (Franklin Covey)
- Situational Leadership I (Centre for leadership studies)
- 4 D's of Execution (Franklin Covey)
- Professional Selling skills (NIS Sparta – SPIN Model)
- Consultative Selling skills (CASH model – Schneider electric)
- Advanced Negotiation skills (Purspective – US)
- Certified assessor for 'Talent Acceleration Program' (Schneider)
- Certified Learning and development manager : (CAMI – US)
- Certified Instructional designer (CAMI – US)
- Certified facilitator for 'Creating Loyal customers' (APC)
- Certified facilitator for 'Adventures in Attitude' (NIS Sparta)
- Diploma in Training & Development (ISTD)
- International Dip. in Teaching and Training (City & Guilds – US)
- Certified facilitator for 'Front Line managers' program (Schneider)

Competencies and exposures to wide range of areas like:

- Hands-on exposure & experience in psychometric tools like DISC, MBTI, PAPI, BELBIN, and HBDI
- 'Flawless Consulting' by Peter Block
- 'ROI on Training' by Jack Phillips
- 4MAT – Instructional Designing
- Situational Leadership – Ken Blanchard International
- NLP Practitioner – NFNLP
- 'Accelerated Implementation Methodology' (AIM) Schneider electric
- Human process lab (BLHP – ISABS)
- Schneider Electric Leadership Foundation - Entelechy , Australia
- Facilitation of 'Lost Dutchman's gold mine' – Business Simulation



Bhaskar Bhattacharya

Bhaskar Bhattacharya is a leadership Coach; talent management professional with 20+ years' global experience of Organizational & Leadership Development aligned to strategic corporate goals across diverse industries and in over 40 countries. Over these years he partnered with senior leadership to enable greatest possible results through people. He has also led large scale change management initiatives across multiple countries; training and mentoring initiatives, and providing value through enhanced organizational effectiveness. Bhaskar is an ACC level coach certified by International Coach Federation. As an experienced, leadership and career coach Bhaskar is process focused to help leaders deliver bottom line results, and achieve talent engagement. He brings passion, enthusiasm, and energy to his coaching interactions. An alumnus of XLRI Jamshedpur, Bhaskar is truly passionate about enabling development in individuals, teams and the overall organization.

APPROACH TO COACHING INDIVIDUALS

Self-discovery through an enjoyable process of enquiry, dialogue and supportive challenge addressing the **needs of the whole person**. The coaching focuses on helping clients achieve substantial and lasting improvements. He believes in coaching from the inside out – starting from strengths to allow for truly authentic and effective leadership. The coaching process includes: assessments with instruments, 360 degree feedback from interviews (formal/informal), construction of a development plan and regular sessions with accountability and progress reviews and adjustments of actions as appropriate.

Throughout the coaching process, he leverages his extensive corporate and consulting experience to act as both strategic thought partner and personal champion – moving clients forward quickly and thoughtfully.

Bhaskar blends leadership and career coaching, a process he has perfected over hundreds of hours of coaching. His work is informed by several disciplines and practices such as organizational development, management science, NLP, Applied psychology and reinforced by 21 years of corporate experience at senior management levels.

International coaching experience: Coached business leaders in U.K., Australia, Thailand, UAE, Vietnam and Singapore

Certifications:

- Certified Coach, ICF
- Results Coaching Systems, Australia - Intensive Coach Training (ICT)
- Forum, UK - Ignite Leadership Coaching
- Art and Science of Coaching, Canada – Erickson International
- Corporate Coach U, USA - Coaching Clinic
- Personnel Decisions International, USA - The PROFILOR 360 Degree
- Personnel Decisions international, USA – Talent View of Leadership Transitions (TLT)
- HR Chally, USA - Talent Audit
- Belbin Interplace UK – Belbin Team Effectiveness
- Australian Psychological Press (APP) – MBTI (Step I & II)
- FIRO – B
- CUBIKS, U.K. – Personality & Preference Inventory (PAPI)
- XLRI, Jamshedpur – Building Leadership Capability using Enneagram
- Certified Professional Behaviour Analyst (CPBA®)
- Certified Professional Values Analyst (CPVA®)
- Certified Axiologist®, Target Training International, USA
- Accredited to work with LSI® and GSI®, Human Synergistics International
- Accredited to work with Organisational Culture Inventory (OCI)® and Organisational Effectiveness Inventory™ (OEI), Human Synergistics International
- Accredited to work with Leadership Impact® Assessment, Human Synergistics International
- Talent Smart, USA - EQ (level 1 & 2)



Capt. Charanjit Lahal

With over 22 years of Human Resources experience, specializing in learning and development and talent management, Charanjit has worked in various industries such as DTH, Telecom, Civil and Military sectors. He has vast exposure in culture transformation, aligning learning and development with business objectives, leadership development, change facilitation, team building, executive coaching and mentoring.

Charanjit is an Associate Certified Coach by International Coach Federation, Certified Behavioral Analyst and certified ROI in Training professional.

As a trainer, he is certified / accredited and licenced to use major Leadership and OD HR tools Viz. MBTI, DISC, Trimetrix, Belbin, HR Chally, Profilor, TLT.

During his career, Charanjit has worked with various organizations like Tatastry, Bharti Comtel, Reliance Infocom. He has served in the civil services and The Indian Army.

Charanjit has focused on creating frameworks for training effectiveness. He specializes in working closely with the line managers post the training delivery to create support for the participants at the workplace.

Charanjit's work has been recognized Internationally:

Case Study – Published by Vital Smarts: This case study enumerates how Crucial conversations Training helped India television provider Tatastry rebuild corporate culture.

Crucial conversations, 2nd edition: Capt Charanjit had the honour to endorse the book. His endorsement was part of the Global launch video. The book also carries the endorsement.

Co –author : Capt Charanjit had authored a chapter in book published by American Society for Training and Development. The book, 'ROI in Training and Development' is a compilation of case studies from various nations. This is about an intervention in which approximately 310 % ROI was achieved.

Charanjit is the founder leader of The International Coach Federation – Delhi Chapter.



Hari Thapliyal

Hari is a Consultant, Coach and Mentor for Project management, Agile, Scrum, PMO, CMMI, ISO 9001: 2000.

He has trained over 2500 leaders in India and abroad on PMP, Agile Project management, PMI-ACP, PRINCE 2, PMI – RM, PMI – SM, CAPM, Microsoft Project, Enterprise Microsoft Project Server, Agile EVM, Earn Value management and Function Point estimation.

He specializes in Organizational knowledge management and institutionalizing related processes. His passion is on Business and Delivery process engineering, defining and implementing processes, developing metrics and setting quality goals for process improvement.

His core competence are in making detailed project plans, process tailoring, reviewing, conducting SQA and PPQA audits, implementing and aligning processes for management and delivery.

Hari comes with strong hands on experience of PMO setup, Score cards, KPI and dashboard. He has sound understanding of Enterprise Risk management practices. Coming from a regular CMMI and ISO background, he loves working on processes and project management.

Certifications:

- PMP from PMI USA in 2006
- MCITP using Enterprise Project Server 2007 from Microsoft
- PMI-ACP from PMI USA in 2012
- CSM from Scrum Alliance in 2013
- Prince2 Practitioner from APMG in 2013
- Trained on CMMI Overview 1.1 by SEI, USA & KPMG
- Trained on CMMI Overview 1.2 by SEI, USA & KPMG
- Trained on ISO-9001 Certification requirements & implementation, from TQMI International, Delhi & EPRAMA, Mumbai

Memberships:

- Member of PMI (Project Management Institute) USA
- Ex-Vice President-Volunteer Development with PMI Chennai Chapter
- Ex-Vice President-Volunteer Development with PMI Mumbai Chapter
- Ex-Chair of Ethics Committee of PMI Mumbai Chapter
- Member of PMI Mumbai Chapter & PMI Chennai Chapter

His Clientele list is very exhaustive:

To name a few:

ABB, Accenture, Airtel, Arcelor Mittal, ANZ, Bank of America, Cisco, Cognizant, DELL, Deutsche Bank, Flipkart, Genpact, HCL, HP, IBM, ICICI Pru, KPMG, L&T, Mphasis, Nokia Siemens, Qualcomm, Reliance Industries, Reliance Communication, Rockwell, Schneider electric, Standard Chartered Bank, TATA AIG, Tata Elexi, TCS, Toyota, Toshiba, Thales, Uninor, Xerox, Wipro, Wheels India, Verizon, Xansa.