

Objective:

To develop people by training and coaching them to the next level by bringing measurable changes in their performance in a futuristic organization

Skill Synopsis:

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|------------------------------|---------------------------------|----------------------------|
| • Organizational development | • Leadership coaching (500 hrs) | • Psychometric assessments |
| • Competency framework | • Behavioral trainings (5K hrs) | • Assessment centres |
| • Skill matrix | • Functional trainings | • Instructional design |
| • Structural realignment | • Cross functional trainings | • Personal counselling |
| • Change management | • Succession planning | • Talent management |

Educational Qualifications

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| 2013 | Ph. D (Management) Topic: "Executive Coaching" – S.N. University, Ranchi |
| 2000 | Post Graduate Diploma in Human Resource Development (HRD) Faculty of Education and Psychology, M.S.University, Baroda |
| 1999 | Master of Labour Welfare (MLW) School of Social Sciences, Gujarat University, Ahmedabad |
| 1997 | Bachelor of Science (Chemistry) M.B.Patel Science College, Sardar Patel university, Vallabh Vidhyanagar, Anand |

Professional Certifications

- Certified **Prime Trainer**: JCI university NJ,USA, 2005
- Basic Course: **Silva Mind Control** International, Texas, USA, 2005
- National Trainer: JCI India, 2007
- Certified Coach: RCS, New Zealand, 2007
- Certified **Executive Coach**: RCS, New Zealand,2010
- Ultra Course: Silva Mind Control International, Texas, USA, 2011
- Certified Extended **DISC** Administrator, EDI, Finland 2012
- Certified Learning and Development Manager, Middle Earth, 2013
- Certified in Advance **Competency Mapping**, TVRLS, 2013
- Certified HR Analytics Professional, WHRB, 2014
- Certified **OD Professional**, WHRB, 2014

Professional Work Experience (May 2000 – till date) (14 yrs)

Manager (Learning & Organizational Development), Rishabh Software Pvt Ltd, Vadodara (July 2013 – till date)

- Role Based Competency Mapping, Skill matrix,
- Leadership Training, Executive coaching,
- Training needs identification, Training calendar
- Psychometric assessments, Behavioral Skills Training, Business Communication interventions
- Organizational Development Initiatives
- Reporting to the CEO

GM (Learning & Development), Team Results Corporate Solutions, Vadodara (Sept 2012 – June 2013)

- Role of a Sr. Consultant
- Behavioral Skills Training
- Organizational Development Initiatives
- Leadership Training and coaching
- DISC based Psychometric assessments
- Reporting to the CEO

GM (Learning & Development), Team Results Corporate Solutions, Vadodara (Sept 2012 – June 2013)**Interventions**

Assessment Centres, Leadership Training
 Instructional Design
 Behavioral Skills Trainings
 Executive Coaching, Psychometric assessments
 Speaker sessions
 Business Communication for Engineers

Organizations

ABC bearings, Panasonic Batteries
 Arta broach Ceramics
 HDFC bank, Bank of Baroda, NIC
 Rishabh software, GNFC
 CII, BDMA, BMA, IISLA
 L&T IES

Head, Calorx Institute of Applied Leadership and Innovation, Calorx Foundation, Ahmd (March 2012 – July2012)

- Leadership coaching
- Instructional Design
- Developing the communication model within the organization
- Recruitment and training of faculty members

HR Coach, PT Universe, HO Indore (May 2000 – Feb 2012)

- As an HR coach to the PT Universe, was responsible for various HR functions of the franchisee network
- Along with being the HR coach also held responsibilities of various group companies along with HR at the corporate HO

Group Company	PT Universe HO	PT Education	Proton Business School	School of Business Marshals
Designation	HR Coach	Director	Dean	CEO
Duration	2000 – 2012	2000 – 2008	2008 -2009	2009 -2012
Responsibilities	<ul style="list-style-type: none"> • Designing the HR policies • Employee Engagement • Leadership Development • Leadership Coaching • Succession planning • Change Management • Executive Coaching 	<ul style="list-style-type: none"> • Training Manual • Assessment Centre • Talent Acquisition • Training calendar • Counselling • Behavioral Trainings 	<ul style="list-style-type: none"> • Instructional Design • Faculty Development • Performance Management System • Talent Management 	<ul style="list-style-type: none"> • Strategic HR • Strategic visioning • Talent Management • Budget • Coaching • Leadership Development

Recognitions

- Trainer, IL&FS, Karmayogi Project of the Government of Gujarat, Gandhinagar, 2005
- Organized recruitment drive for Tata Indicom and Tata Sky for 1200 people, 2006
- Featured on Zee TV for CAT Analysis, 2008
- Featured on ETV for his unique intervention of 'Daily Walk' for Professionals, 2009
- Featured in Newspaper – Divya Bhasker for a talk on 'Executive Coaching', 2013

Additional Information

- Shortlisted for Gujarat Chief Minister Fellowship Programme, 2010
- Most Enthusiastic New Jaycee of the Year Award, Jaycees 2003
- Most Enthusiastic Director of the Year award, PT Education, 2001

Personal Information

- Family base: Vadodara
- Male, Married and having 2 daughters
- Countries visited: Germany and Austria
- Date of Birth: 24th July 1976