Dr.N.Asokan,M.Sc., M.E., Ph.D

19 / 2C Sri Sai SubramanyaApts, Temple Avenue, Sri Nagar Colony, Saidapet, Chennai 600 015. 91-9445191369. [ntvasokan@gmail.com](mailto:ntvasokan@gmail.com) [www.Linkedin.com/in/asokan-70781a35](http://www.Linkedin.com/in/asokan-70781a35) www.slideshare.net/Asokanndr

**Profile Summary**

**25**years of experience in the development of sound Educational Institutions.

Demonstrated excellence in determining& formulating policies, executing & implementing strategies and providing overall direction to growth.

Deft in planning, directing and facilitating operations at highest level of management

Enterprising leader with ability to deal with people and process across levels and from diverse background

**Areas of Expertise**

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| Learning Development  Taxonomy of Teaching, Learning and Assessing Process,  Faculty Development Programs.  **Research Experience**  Full Time Research Scholar, NITTTR, Chennai  12th ISTE Annual Convention of TN & P section: Best paper  (ISBN-978-81-84885217)  (ISBN-978-93-80400-05-1)  (ISBN-978-81-920859-9-9) | Certified Accreditor  Executive Leadership  Team Builder  Institution Builder  Change Leader  Life Long self Learner | **Former Principal -Engineering Colleges**  VelTech Group of Institutions, Chennai  SreeSastha Group of Institutions, Chennai  VPMM Group of Institutions, Srivilliputhur  SAMS College of Engg. & Tech. Chennai  Mount Zion College of Engg. & Tech. Pudukottai  AMK Technological Polytechnic College  Arts & Science College  Education College  Nursing College | **Industrial Experience**  Heavy Alloy Penetrator Project (Min.ofDefence), Trichy  Lakshmi Precision Screws Ltd, Rohtak, Haryana  ETA STAR HR & Training Ltd, Chennai |

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| Personal Learning’s   * Ability to speak abstract language by clearly understanding the concrete language * Ability to think how different variables working independently and together working in a system. * Ability to think on both opposite direction on the same subject * Ability to identify which variables are under control to change and which variables are not our controls. * Desire to learn continually * Harmonious with people of all employment levels * Continually asking What if? & What Next? | Skills   * Ability to influence and partner with different levels of the organization to achieve results * Collaboration skills including the ability to integrate and act upon the diverse perspectives of business unit managers, and external vendors * Strong business and HR acumen, including problem solving skills, critical thinking, and self-initiative * Ability to develop a holistic view of performance problems, identify root causes, and suggest training-based solutions * Ability to analyze organization and individual needs and create the pragmatic package to meet them * Proven ability to prioritize tasks and to organize workload to assure that short timelines are met while having frequent interruptions |

Education:

Ph.D in Material Science -Engineering Education,

Faculty of Engineering& Technology, 2007, University of Madras, Chennai.

M.E., Materials Science, Dept.of Metallurgy, I Class, December 1991,

Regional Engineering College, Trichy 620015.

M.Sc Physics with Electronics, I class, 1987, National College, Trichy 620001.

**Leadership Career History**

November 2016 to Present

Certified Accreditor for Asia Pacific Accreditation and Certification Commission (APACC), Colombo Plan Staff College for Technical Education (CPSC), Manila, Philippines

Resource Person for Training and Development

Academic Delivery & Academic Audit, Macro Teaching

Performance Excellence

Developing Personal Mastery

Director, VPMM Group of Women Colleges, Srivilliputhur, South Tamil Nadu

VPMM: Architecture, Arts & Science, B.Ed, Engineering, Nursing, Teacher Training and School

Faculty Development programme conducted on Academic delivery & Academic Audit, Personal Mastery and Performance on Purpose.

Restricted Students Revaluation applications to Anna University, saved INR 45000

Intra-Post created for data & document exchange and communication among the staff

Re-written students & Staff Pledge, Re-Design the VPMM Logo

Common (Academic, Administration & Examination) Semester Calendar Prepared

Seminar conducted on “Class Room: Today, Yesterday & Tomorrow” for Staff

Workshop conducted on “Education Business Continually Changing” for Policy Decision making for staff

Book Reading and Discussion Session conducted on “Idhu Yarudaya Vagupparai? (Who’s Classroom is this?) Book for staff

Advisor to Society For Educational And Entrepreneurship Development (SEED), Chennai 600058

(Institution Industry Interaction)

Organized 5th National summit on Sustainable Institute Industry Partnership & SIIP Awards 2017 for Polytechnic Institutions

Organized 6th National Summit on Education, Employability, Employment, Entrepreneurship (4E) & SIIP Awards 2017 for Engineering Colleges

Advisor to Redefine HR: Strategic HR Consultants, Chennai 600116.

(Transforming Individuals & Organizations) Campus Corporate Connect

  Training and placement support, Corporate Connect, Institutional branding, Faculty Sourcing, Faculty development Programme, Internship, Industrial visit (IV), In-Plant Training, Team building programmes for HOD's, Career guidance and  Counselling, Leadership coaching for top management team.

August 2013 to November 2016

Dean and Director, Sree Sastha Group of Institutions, Poonamalle, Chennai 600123

SreeSastha College of Engineering

SreeSastha Institute of Engineering &Technology

SreeSatha College of Education

SreeSastha College of Nursing

AMK Technological Polytechnic College (Govt.Aided)

* + Plan, schedule, organize, coordinate and monitor institution policies
  + Learning and Development
  + NAAC & NBA implementation
  + Executive Leadership to Principals and Vice Principals

Nov.2011 to July 2013:

**Principal**, SAMS college of Engineering &Technology, NearPeriyapalayam, Chennai. 601101.

* Teaching Learning & Assessing Process-Bloom’s Revised Taxonomy
  + Resource person for Faculty Development Programs
  + Working knowledge of AICTE web portal
  + Administering Examinations with “Zero Malpractice”
  + Two UG and Two PG courses introduced
  + Formatting Systems, Procedures and Guidelines
  + Quality Management Systems ISO 9001:2008
  + Harmonizing with DOTE, AICTE and Anna University
  + Executive Leadership to next level of leaders and managers

October 2010 to October 2011

**Vice Principal,**SreeSastha College of Engineering, Poonamalle, Chennai 600123.

* + Aided Principal in Teaching, Learning and Assessing
  + Plan, schedule, organize, coordinate and monitor delivery of class and lab sessions
  + Synchronized Department Administration
  + Reviewed Faculty and Students’ Performance and Feedback
  + Established new courses’ Labs
  + Admission approvals from DOTE and Anna University
  + Supported Principal in General Management

May 2008 toJanuary 2010

**Principal,** Mount Zion College of Engineering & Technology, Pudukottai 622507.

Executive Leadership to Cultural Change

Faculty Development Programs

20% pass percentage improved

Three UG and Three PG courses introduced

Changed the culture of about 100 Staff members and 1350 students on Preparing the Lesson Plan, Specific Instructional Objectives, Administering Examinations, Students Evaluation, Presentation Skills, Analytical Skills, and System Thinking.

Mapping of Vision, Mission and Core Values – Personal & Institutional.

Coordinated with an Architect for infrastructure developmentof 50000 sq.ft.

Jan 2007 to April 2008

**Project Director,** STAR HR & Training Services Pvt Ltd, # 78, Greams Road, Chennai 600 006.

(Captive Talent Sourcing Company of ETA-ASCON & ETA STAR, Dubai)

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| Infrastructure  Development | Set up an in-house Training Center for Diploma and Graduate Engineering Trainees |
| Campus Recruitment | * Visited various Engineering Colleges and Polytechnics for Campus Recruitment * 375 GETs and DETs recruited through campus interview, trained and posted at Dubai. * 30 GETs recruited and sponsored for Higher studies at NICMAR, Hyderabad and Pune and posted at Dubai. * 20 Management Trainees recruited for training at XLRI and posted at Dubai |
| New Process Implementation | * Preparation and Administering Objective type written test on Aptitude and Engineering Subjects * Conducting Group Discussion and Personal Interviews * Prepared Training Manuals for GET and DET |
| Dubai visit | * Visited Dubai and Abu Dhabi to meet various divisional heads for better understanding the roles & responsibilities and feedback of GET and DET |

June 2004 to December 2006

**Ph.D- Full Time Research Scholar**, Dept. of Policy Planning and Educational Research,

National Institute of Technical Teachers Training and Research,

(Ministry of H.R.D, Govt. of India), Taramani, Chennai 600 113.

Thesis Title: Analysis of Effectiveness of Implementation of Physics Curriculum of B.E

Programmes of Engineering Colleges in Tamil Nadu

* Objective-wise assessment of effectiveness of implementation of Physics Curriculum.
* Identification of the factors influencing effectiveness of implementation of Physics Curriculum.

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| Construction and administration of Criterion Reference Tests  Construction of Instructional Objectives of the Curriculum  Construction and administration of Instructional Environment Students & Staff Scale | Bloom’s Revised Taxonomy  Pre Tests and Post Tests  Factor analysis  Teaching –Learning – Assessing process  Evaluation of students performance  Curriculum development and evaluation |

June 2002 to May 2004 June1997 to May 2002

PRINCIPAL &VICE-PRINCIPAL,

Vel Tech Group of Educational Institutions,# 42 & 60 Avadi – Alamathi Road, Chennai 600 062.

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| Achievements | * Elevated from Teaching Staff. * Developed 1 Institution into 5 Institutions and 3 Courses into 23 Courses * Increased students’ strength from 160 to 5540 * Received Cash Awards of Rs.1.8 lakhs over the period |
| Infrastructure Development | * Coordinated with vendors * Developed 5 Institutions and 23 Courses |
| Approval  Affiliation | * Liaison with Govt. Agencies -- DOTE, AICTE and University of Madras and Anna University * Management Representative for ISO 9001-2000. |
| Systems,  Procedures  Guidelines | Formatted and established for   * Admissions * Administering University examinations andTNPCEE * Policymaking – Academic and Non Academic. |
| Learning | Gained good knowledge in Administration and Managing the Technical and Arts &Science Educational Institutions |
| Staff  Students | * Students Counselling & Guidance * Staff Selection and Training. * Plan, schedule, organize, coordinate and monitor and various seminars / cultural at State Level * Coordinated with Companies for Students Project, Review & Campus Interview. |

1995 to 1997

Senior Lecturer/ Interdisciplinary :Thangavelu Engineering College, Karapakkam, Chennai 600 096.

* Teaching and Assessing
* Students Counselling.
* Assisted Principal in General Administration
* Liaison with DOTE and University for students approval and examinations
* Asst.Chief Superintendent for University Examinations

Dec 1992 to Aug 1995

Senior Engineer, Quality Assurance, Lakshmi Precision Screws Ltd, Hissar Road, Rohtak, Haryana 124 001.

* Reported to General Manager – Quality.
* Managed 5 Inspectors and 15 Workers.
* Final Inspection at Shop Floor.
* Coordinated with Customer Complaints and Sales.
* Prepared and Maintained Records.

June 1992 to December 1992

Lecturer, Physics Department, Bishop Heber College, Trichy 620 017.

1988 to 1990

Inspector, Quality Control.Heavy Alloy Penetrator Project,(Ministry of Defence) Trichy 620 025.

* Reported to Foreman.
* Online Inspection of Machined Materials.
* Online Inspection of Materials Defect using Ultrasonic Testing System, Computerized Universal Testing Machine.
* Hardness Testing, Coating Thickness Measurement.
* Dye Penetration Testing – Automatic Control Process.
* Measurement of Particle Size.

Papers Presented

Awarded **best paper** titled “Best practices in Technical Education. Case Study: Mount Zion College of Engg. & Tech, Pudukkottai” in the 12th**ISTE Annual Convention** of TN & P section conducted by Vinayaka Missions University, Salem on 26th& 27thNovember, 2009.

**(ISBN-978-81-84885217)** Presented a paper on “*Changing & Leading Staff Members of Higher Education in Rural District*” in the International Conference on Innovative Pedagogy in Business and Management Education, organized by Jain University in association with LA TROBE University, Australia at Bangalore, on 10th October 2009,

**(ISBN-978-93-80400-05-1)** Presented a paper on “Teaching English Grammar using Bloom’s Revised Taxonomy” in the International Conference on “Emerging Trend in Teaching Language & Literature” (INCOETTLL-09) organized by Alagappa University, Karaikudi on 4th& 5thDecember, 2009.

“Evaluation of students performance using Specific Instructional Objectives” paper presented on International Conference on Management Technologies for Educational Practices – MTEP 2009, Bangalore.

Presented a paper titled “Role of Learning Environment in the Digital Era” in the International Conference on Beyond Chalk and Talk: Challenges and Opportunities for Teaching in the Digital Age, organized by Department of Educational Technology, Bharathidasan University, Society for Educational Technology, Research and Development & Tamil Nadu State Council for Higher Education, at Trichirapalli on 5th and 6th March 2005.

Presented a paper titled “Ensuring Zero Malpractice in University Examinations” in the International Conference Encore -2014, on the Theme of " Best Organizational  Practices" on 22nd February, 2014 at AMET University, Chennai.

**(ISBN-978-81-920859-9-9)** Presented a paper titled “Developing Personal Mastery of Engineering Educators to Educate Future Engineers” at the National Seminar on “Higher Education Transformation in India: Changing Contexts &Intuitional Responses” organized by Quality Assurance Cell, held on 28 & 29 April 2014 at Indian Academy Degree College, Bangalore.

Professional Participation

Participated in the 2nd International Seminar on Integral Yoga Psychology and 6th National Conference on Integral Education at Pondicherry.

Participated in the International Seminar on “***Delearn and Relearn***” – Redefining the Architecture of Education at Chennai.

**ISTE- Working Professional Learning Project:** Delivered a Lecture on “Human Values and Ethics towards Performance Improvement” in *National workshop on Human Values and Ethics* organized by ISTE, Bangalore on May 13-15, 2014 at Coimbatore.

Participated in various Summits, Conventions, workshops etc., conducted by CII, MMA.

Dr.N.Asokan has trained students and more than 700 teaching staff on “*Taxonomy for Teaching, Learning and Assessing* in the following institutions.

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| **Name of the Institutions** | **Content** |
| 1. ISTE- Working Professional Learning Project 2. Tamil Nadu Agricultural University, Coimbatore 3. ManonmaniumSundaranar University, Tirunelveli 4. RajivGandhi National Institute 0f Youth Development, Sriperumpudhur 5. SRM University, Chennai 6. VIT-AP, Amaravathi 7. AVC College of Engineering, Mayiladuturai 8. AVC College (Autonomous), Mayiladuturai 9. Mount Zion College of Engineering & Technology, Pudukottai 10. Sudharsan Engineering College, Pudukottai 11. Balaji Institute of Engineering & Technology, Chennai 12. SreeSastha College of Engineering, 13. SreeSastha College of Education 14. SreeSastha College of Nursing, Chennai 15. Vel Tech Group of Institutions, Chennai 16. MIET Engineering College, Trichy 17. Surabi Polytechnic College, Namakkal 18. STAR HR & Training Services PVT Ltd, Chennai 19. Alpha College of Engg.&Tech, Chennai 20. SAMS College of Engg. & Tech, Chennai 21. Parisutham Institute of Technology and Science, Thanjavur 22. JNN Institute of Technology, Chennai 23. AMK Technological Polytechnic College, Chennai 24. New Horizon College of Engg. & Tech, Bangalore 25. National Institution for Quality and Reliability (NIQR), Chennai 26. Genau Extrusions Ltd, Hosur 27. VPMM Group of Women Colleges, Srivilliputhur | 1. Overview of Successful education. 2. Instructional objectives. 3. Highly Effective Teacher 4. Educational Taxonomy Table, Knowledge Dimension, Cognitive Process Dimension. 5. Planning for Teaching 6. Concepts of Evaluation. 7. Construction of Achievement Tests. 8. Characteristics of a Good Test. 9. Different varieties of Question Papers. 10. Micro Teaching 11. Question Paper &Result Analysis. 12. System Thinking for an Educational Institution. 13. Capacities’ Requisite for the Knowledge Society. 14. Preparing Professionals beyond 2020. 15. Great books for Leadership. 16. Visionary Exercise: Mission, Vision, Core Values, Objective and Aim. 17. Skills for Industry 4.0 18. Performance Excellence with purpose 19. Human Values and Ethics towards Performance Improvement. 20. Course Plan & Semester plan 21. Teachers as Managers and Leaders 22. College of Tomorrow 23. Road Map to reach next level of Excellence 24. Research Issues and Concerns 25. Knowledge , Skill and Talent 26. Developing Personal Mastery 27. Characterization of Today’s World 28. Emotional Intelligence 29. Motivation 30. Team Building 31. The Theory and Practice of Change Management 32. Switch: Change to Next Level 33. Design Thinking 34. Spreadsheet Analysis 35. Accreditation, NIRF, AISHE, NAAC 36. Class Room: Today, Yesterday & Tomorrow 37. Education Business Continually Changing” for Policy Decision making |

Faculty Development Program: Contents Developed

**Academic Delivery& Academic Audit**

Instructional objectives.-Planning for Teaching-Concepts of Evaluation.-Construction of Achievement Tests.-Characteristics of a Good Test.-Different varieties of Question Papers.-Micro Teaching-Question Paper & Result Analysis.- Best Practices.

**Overview of Successful Education:**

Core areas of education, Mapping of core areas of education, Lifelong Learning, Limiting beliefs, Assumptions and Thought, Power of powerlessness, Synchronization, Knowledge, Skill, Talent, Values, Technology, Competency, Change, Culture, and Quality of Life.

**Preparing Professionals of 2020 and beyond**

Several elements of engineering education system

Anticipated social and economic changes beyond 2020

Anticipated social and professional context beyond 2020

Anticipated skill sets required for and beyond 2020

Anticipated curriculum, teaching and learning paradigms for and beyond 2020

**System Thinking**

Definition, Different systems, Learning disabilities, Prisoners of the system, Laws of system thinking, Systems archetypes, Personal mastery, Mental models, Shared Vision, and Team learning.

**Leadership through books:**

Definition of luck, 10xers, 20 mile march, 10,000 hour rule , difference between knowledge, skill and talent, level 5 leadership, first who …. Then what, the hedgehog concept, the flywheel and the doom loop, power of powerlessness, skilled incompetence, personal mastery, mental models, system thinking, lifelong learning, a teachable point of view, likability, performance management, edge, what sticks?, curse of knowledge, decision paralysis, tipping point, law of few, power-law, ubuntu, connecting the dots, late bloomers, freakonomics, twenty percenters, blink, outliers, strengthfinder, signature themes, smac system, theory of constraints.

**Visionary Exercise**

Mission, Positive Vision, Negative Vision, Objectives, Core values, dialogue, discussion, Discovery Process, Creative process, Process questions, Culture, and Alignment.

**Teachers as Managers and Leaders (*Getting people done through work*):**

Highly effective Teacher – Efficacy- Stumbling block of a new teacher- **Good Behavior & Respect-** Instructional Eclectics**-** Metacogntive Teacher**-** Differences between Knowledge, Skill and Talent, Five Fears, Five Needs and One Focus, Focus on Strengths, Managing Weakness, Thirty four themes of Strength, Mission, Vision, Core Values, Culture- Performance Management.

**College of Tomorrow**

There is a need for a dramatic and fundamental transformation of the educational process. It’s based on faculties’ capabilities, their reliability, their learnability, their strengths, and their talents. It requires healthy life style, warm relationships, intense focus, fanatic discipline, and incisive thinking to effectively garnering attention and holding interest for gadget –friendly world.

The College of Tomorrow is

* to make engineering profession attractive and fully engaging,
* making colleges exciting, creative, adventurous, rigorous, demanding and empowering milieu,
* to listen, learn and lead to innovations that will keep us free, secure, healthy and thriving in a vibrant economy.

**Course Plan & Semester Plan**

Pre-requisite knowledge, Structured Staff syllabus, Mapping of topics and subjects, Course File

**Developing Personal Mastery**

High Energy, Story Telling, Vision for themselves, System Thinking, Fanatic Discipline, Simplicity, Life Long learning, Performance with Purpose, Trusted Relationship

**Human Values and Ethics**

Beliefs, Limiting Beliefs, Values, Moral Values, Human Values, Ethics, Moral Dilemma, Maslow’s Hierarchy of Human Needs, Growing Mindset

**Emotional Intelligence**

Definition – Intelligence -Cognitive and Non Cognitive Intelligence -Basic Emotions-Positive Emotion and Negative Emotion -Seven types of Intelligence-Emotional Intelligence- definition-Regulating self and Managing others-Practical Intelligence

**Motivation**

Burning Desire – Definite Goal-16 Basic Desires-Purpose – Why?-Motivation – Definition-Intrinsic and Extrinsic motivation-Motivation – Definition-Maslow's Hierarchy of Needs-Recognition and Rewarding-Expectations at Work Place-10 Mind Stimuli-Motivated Employees

**Highly Effective Teacher**

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| A. Personal Traits that Signify Character  **What the effective teacher is**  Mission-Driven and Passionate  Positive and Real  A teacher -Leader | B. Teaching Traits that Get Results  **What the effective teacher does**  With-it-ness  Style  Motivational Expertise  Instructional effectiveness | C. Intellectual Traits that Demonstrate Knowledge, Curiosity and Awareness  **What and How and effective teacher thinks**  Book Learning  Street Smarts  A mental life |

**The Theory and Practice of Change Management**

Definition-Why Change?-Understanding Change-Reasons for Change-Change Models-John Kotter's 8-Step Process for Leading Change-Change Management Foundation and Model-Deming Cycle of [Plan-Do-Check-Act](https://en.wikipedia.org/wiki/PDCA)-ADKAR Model (Awareness, Desire, Knowledge, Ability, and Reinforcement). Lewin's 3-Stage Model of Change -Unfreeze–Change–Refreeze -Leading and -Managing Change-Communicating Change-Reasons for Failure

**Switch: Change to Next Level**

Definition-Need for Change-How to change?-Current Reality-Work Place-Distrust-Performance-Relationship-Mindset-Point of Clarity-Internal Customers-Work place Expectation-Skilled Incompetency-Right People Wrong People-Suduku Management

**CHARACTERIZATION of TODAY’S WORLD**

Knowledge -Life Long Learning-Technology-Digital Use Divide-Five Generations of Employee-Quality -Global scale- Change-*homeostasis-* Speed-Ubantu- Health-Re-Thinking -Six Drivers of Change-Skill of Advocacy-Habits –Future Ready- Future-2020-Ten Skills For The Future Workforce 2020- 2050

**Knowledge Skill Talent**

Definition – Strength – Filter - Three kinds of Talent: Striving, Thinking, Relating- Rang in Performance- Competency – Themes of Strengths - Weakness

**Performance Excellence with Purpose**

Definition- Performance of the day – Like A Boos – Mindset- Revisit Assumptions – Work in Three Stages- Practical Intelligence- Performance Development – Fanatic Discipline – Limiting Beliefs – Weakest Link – Serve Internal Customers – Deep Learning Cycle –Responsibility Meter- Excellence

**Performance Excellence: *Road map to reach the next level of excellence***

Good to Great, Life Long Learning, Homeostasis, Culture, Skilled Incompetence, Synchronization, Competency, Rethinking of beliefs, assumptions and thought, Likeonomics, TRUST, Return on Luck, Practical Intelligence

Training

M.E., Project Work- Six Months, NDE – Thermal Imaging of Welding Process,

Indira Gandhi Centre for Atomic Research, Kalpakkam, Tamilnadu 603 102,

Guide: Dr. BALDEVRAJ, Head, DPEND, IGCAR, Kalpakkam.

NDT for Engineers WRI, BHEL, Trichy 600 014.

“Instructional Design and Delivery for Engineering College Teachers” Organized by National Institute of Technical Teachers Training and Research, (Ministry of H.R.D, Govt. of India), Taramani, Chennai 600 113.

“Educational Leadership” Organized by National Institute of Technical Teachers Training and Research, (Ministry of H.R.D, Govt. of India), Taramani, Chennai 600 113.

Professional Development Programme on “***Achieving Excellence in Engineering Education***” organized by Engineering Staff College, Hyderabad.

Consultancy

Consultancy provided to M/s. West Asia Exports & Imports (P) Ltd, Chennai for setting up the training center at Sivagangai to impart the training to the candidates before placing them on the job at Dubai, at the cost of Rs.15 lakhs.

Consultancy includes identifying the location, setting up the lab and classrooms, recruitment and training of staff members, designing of curriculum and instructional materials.

Award

“Best Educational Administrator Award 2017” awarded by The Society for Educational and Entrepreneurship Development (SEED) for recognizing my contribution for effective Institute-Industry Linkages during 5th National summit on “Sustainable Institute Industry Partnership held on 22nd March 2017 at IIT Madras, Chennai

ProfessionalMembership

Life Member ISTE ,Member with CII, Member with MMA.

Personal Data

Born June 30, 1965, Married, Two Children, Good Health, Willing to relocate.