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As a Professor in the Carmel Boyer School of Business at Baldwin Wallace University, a TEDx presenter, keynote speaker, author and television host, I have developed a unique genre of seminars with a focus on the transformation of personal and organizational consciousness that have reached over 300K attendees in Cleveland, Boston, Chicago, Cincinnati, San Francisco, Pittsburgh, Washington DC, Toronto, New York and in several countries. The seminars and keynotes are a unique blend of global wisdom, humor, storytelling, pantomimes, mindfulness and applied behavioral science insights woven together in a unique genre at the intersection of education and entertainment.

The seminars build upon prior leadership experiences in six global conglomerates including the World Bank Group, the United States Agency for International Development (USAID), Arthur Andersen, the Unilever Group, the American Cyanamid Company, Lederle Laboratories and the Tata Group of Companies, in addition to research and consulting projects funded by the National Science Foundation (NSF) and the United States Agency for International Development (USAID). These experiences have culminated in over 35 scholarly papers in management, published and presented at conferences in the US, Europe, Asia, Africa and South America including at the Annual Academy of Management (AOM) Meetings.

A wealth of international teaching experiences include previous appointments as Lead Faculty at the Weatherhead School of Management at Case Western Reserve University, visiting faculty at the Schar School of Government and Policy at George Mason University, and teaching in business programs at the University of Iowa, The FAE Business School in Brazil, and in nationally reputed business schools in India such as the Jammalal Bajaj Institute of Management Studies (JBIMS) and the S.P Jain Institute of Management & Research.

The Institute for Management Studies (IMS), an international training organization that features renowned thought leaders invited me to deliver seminars to companies in the United States, Canada and Europe. Dr. Steve Daniel, Former National Program Manager of IMS invited me to speak to senior leaders from 26 cities across North America and Europe and equated my capabilities with those of seven legendary management educators:

"Dr. Srikantia is one of the very best educators with whom IMS has worked," Dr. Daniel wrote. "This is saying a great deal as IMS has been around since 1974 and has been fortunate to work with many remarkable people over the years, including Stephen Covey, Charles Handy, Peter Drucker, Michael Porter, David Ulrich, Vijay Govindrajana and Ram Charan to name just a few. As a thinker and educator, I believe that Dr. Srikantia occupies a secure place in this exclusive group."

I hold a Ph.D. in Organizational Behavior from Case Western Reserve University and Master's Degrees in Business Administration, in Organizational Psychology. and in Human Resources Management.

EDUCATION

- **Ph.D. Organizational Behavior, Case Western Reserve University, Cleveland, Ohio, January 2001.** Doctoral degree tuition and living expenses fully funded through an assortment of assistantships and fellowships awarded by the National Science Foundation, United States Agency for International Development (USAID), Case Western Reserve University, and Arthur Andersen to the tune of \$250,000. My letter of recommendation for Ph.D. admission was written by Dr. Robert Blake (creator of the Blake & Mouton Managerial Grid) who is recognized as the founder of the discipline of organizational development and a pioneer in leadership development.
- **M.A., Business Administration, University of Iowa, Iowa City, Iowa, 1994.** Fully funded, covering tuition and living expenses through teaching and research assistantships awarded by the University of Iowa.
- **M.A., Personal Management & Industrial Relations, Tata Institute of Social Sciences, Bombay, May 1987.** Secured the Second Rank in the University. This university is rated among the top 2 schools for OB/HRM in India and would only admit 25 students annually out of a national applicant pool of around 3000 candidates in 1985.
- **M.A., Industrial and Organizational Psychology, University of Bombay, May 1985.** Secured the First Rank in the University.
- **B.A. Psychology, St. Xavier's College, Bombay, (1983).** In a ground-breaking decision, the faculty at the college had me teach several sessions of senior-level courses in Psychology, Political Science and Anthropology while I was still a sophomore. I was invited to deliver seminars to doctoral students in Psychology at the University of Bombay while I was still an undergraduate student at St. Xavier's College.

RESEARCH

Refereed Scholarly Publications

1. **Srikantia, Param** (2021). "Tojo Thatchenkery: Concept Champion, Engaged Educator and Passionate Practitioner" in Szabla, D, William Pasmore and M. Barnes (Eds.). Palgrave MacMillan Great Thinker's of Change Handbook.
2. **Thatchenkery, T. and Srikantia, Param** (2021). "Phil Mirvis: Fusing Radical Humanism and Organizational Spirituality in a Boundaryless Career" in Szabla, D, William Pasmore and M. Barnes (Eds.). Palgrave MacMillan Great Thinker's of Change Handbook.
3. **Srikantia, Param, Parameshwar, Sangeeta and Heineman-Pieper, Jessica** (2009). Poverty Alleviation in International development: A Case for Resurrecting the Human as Subject, *Vikalpa*, Vol 34, No.2.
4. **Srikantia, Param and Sangeeta Parameshwar** (2008). Spiritual Anchors in the Troubled Waters of Globalization: A Philosophical Framework for Global Organizing. *The International Journal of Interdisciplinary Social Sciences*, Volume 2, Issue 6, pp.223-234.

5. Krentzman, Amy. R., **Srikantia, Param.**, Chiechi, J., Dang, V., Ellington, M., Gattis, M., Gruber, D., Kuwahara, N., Lee, G. P., Segundo, L. (2005). Threats to the beleaguered administrator: Love, mission, and camaraderie. *Reflections: Narratives of Professional Helping*.
6. **Srikantia, Param** and Bilimoria, Diana. 1997. Isomorphism in Organization and Management Theory, *Organization and Environment*, 10, 4, 384-406. Sage Publications lists this paper among the 50 most frequently cited research papers on organization and environment.
7. **Srikantia, Param** and Pasmore, William. 1996. Conviction and Doubt in Organizational Learning. *Journal of Organizational Change Management*, 9, 1, 42-53.
8. **Srikantia Param** and Fry, Ronald. 2000. Appreciative Capacity Building: Self-Referential Technology of Organizational and Community Transformation, *Global Social Innovations*, Winter 2000, 1, 3, 38-48.
9. **Srikantia, Param** and Parameshwar, Sangeeta. 1995. Organizations of the Future: Portraits and Emerging Trends. *Journal of Psychological Practice*, 1, 4, 202-215.

Refereed Scholarly Presentations

1. Rassooly, Ariana and **Param Srikantia** (2023). "Realigning Management with Social Justice: A Case for Exploring the Hidden Levers of Transformation". Paper accepted for presentation at the peer reviewed Management & Social Justice Conference, New School, New York City, April 26-29.
2. **Srikantia, Param**, Kara Rubaker and Ariana Rassooly (2023). "Searching for the Missing Pieces in Healthcare's Quality Assurance/Quality Management Puzzle". Paper accepted for presentation at the peer reviewed Management & Social Justice Conference, New School, New York City, April 26-29.
3. **Srikantia, Param (2022)**. "Five Paths to Enlightened Presence: Being the Candle that Lights Other Candles". Presentation at the PDW, "Enhancing Group Mindfulness and Coherence: Practices for Connectedness and Celebrating Differences" at the Annual Academy of Management Meeting, August 2022.
4. **Srikantia, Param** (2021). "The Manager as Enlightened Presence", paper presentation at the PDW "The Art and Practice of Consciousness-based Transformation" co-chaired by Param Srikantia and Tojo Thatchenkery, Annual Academy of Management Meeting, August 2021.
5. **Srikantia, Param** (2021). "Mental health impact of the Pandemic on Human Alienation". Paper presentation at the PDW "Applications of Mindfulness in Post-pandemic Era" co-chaired by Param Srikantia and Tojo Thatchenkery, Annual Academy of Management Meeting, August 2021.
6. **Srikantia, Param** (2018). "Under the Canopy of Eastern Wisdom; The Mentor as an Enlightened Presence", paper presentation at the symposium "An Architecture of

Mentoring: Integrating Global Wisdom & Diverse Perspectives for Wellbeing", Annual Academy of Management Meeting to be held in Chicago, August 2018.

7. Thatchenkery, Tojo and **Srikantia, Param** (2018). Co Chairing an Academy of Management Symposium "An Architecture of Mentoring: Integrating Global Wisdom & Diverse Perspectives for Wellbeing", Annual Academy of Management Meeting to be held in Chicago, August 2018.
8. **Srikantia, Param** (2012). "Structural Violence in the Conversion from Informal to Formal Economies" presentation at the Professional Development Workshop (PDW) at the 2012 Academy of Management, August 3-7, in Boston, Massachusetts.
9. Heineman-Pieper & **Param Srikantia** (2011). "Appreciative Inquiry as a Challenge to Sustainability". Paper Presented at the Annual Academy of Management Meeting, Dallas Texas.
10. Heineman-Pieper and **Param Srikantia** (2011). "The Failure of Western "Development" and the Accession of Alternative Futures", Presentation at the Professional Development Workshop (PDW) "Imagining Otherwise: Postcolonial Critique and the Search for Alternative Futures", Annual Academy of Management Meeting, Dallas, Texas.
11. **Srikantia, Param** (2010). "Spiritual and Mystical Pathways to Transcending the Stalemate in American Health Care" presentation at the Symposium "Restoring Health to U.S. Health Care through Passion & Inspiration." Annual Academy of Management Meeting, Montreal, Canada.
12. **Srikantia, Param** (2010). "Economic Collapse: Cross Disciplinary Perspectives from Alienation Theory", presentation at the Professional Development Workshop (PDW) on "Financial Meltdown: Daring Without Caring" at the 2010 Annual Academy of Management, August 6-10, Montreal, Canada.
13. **Srikantia, Param** and Jessica Heineman-Pieper (2009). Voices of Transformational Leaders. Presentation at the Professional Development Workshop (PDW) on "Critical Difficulties for Critical Teachers: Injecting Critical Perspectives into the Business Classroom" at the Annual Academy of Management Meeting, August 2009, Chicago.
14. Elizabeth Kucinich and **Param Srikantia** (2008). The Mystery of the Monetary System: The Unseen hand in the Environmental Debate. Presentation at the All Academy Symposium, Annual Academy of Management Meeting, 2008, Anaheim, California.
15. **Param Srikantia** (2008). The Loss of 'Being' in the Pursuit of Global Economic Gain. Presentation at the Professional Development Workshop (PDW) at the Annual Academy of Management Meeting, 2008, Anaheim, California.
16. **Srikantia, Param** and Jessica Heineman-Pieper (2007) "Excellence in Transnational Knowledge Work: Lessons from a Counter-Establishment Global Social Change Organization," Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
17. **Srikantia, Param** and Sangeeta Parameshwar (2006). Applying Appreciative Inquiry to Poverty Alleviation at an International Financial Institution: Paper presented at the

international peer-reviewed conference convened by the Academy of Management and The United Nations Global Impact, October 2006.

18. **Srikantia, Param**, Peter Rea and Sangeeta Parameshwar (2005). The World Social Forum: Leveraging Spiritual Capital to Combat Global Domination by Financial Capital. Paper presented at the **Academy of Management Meeting**, August 2005, Honolulu, Hawaii.
19. Peter Rea and **Param Srikantia** (2004). The Art of Strategic Leadership: Coping with Globalization. Paper presented at the **Academy of Management Meeting**, CMS Interest Group, New Orleans, August 2004.
20. Parameshwar Sangeeta, Peter Rea and **Param Srikantia** (2004). *Exploring Spiritual Wealth: A Theoretical Voyage*. The submission was one of only three submissions identified as having outstanding publishable potential by the Academy of Management, MSR Interest Group, featured in the invitation-based session “Developing Publishable Research Submissions in Management, Spirituality and Religion”, **Academy of Management Meeting** August 2004, New Orleans.
21. Case, Susan, **Srikantia, Param** and Parameshwar, Sangeeta. 1998. Factors Influencing TQM Implementation in Dual Work-Force Knowledge Work Environments: An Integrative Framework. **Academy of Management**, San Diego, CA, August 1998.
22. Bilimoria, Diana and **Srikantia, Param**. 1995. Sustainability: The New Horizon of Organizational Excellence, Paper presented at the Inter-divisional Conference of the **Academy of Management**, Cleveland, May 1995.
23. Freeman, Everette, Salipante. Paul, Weisinger, Judy and **Srikantia, Param**. 1995. Balancing Traditionally and Change in Minority Volunteer Network Development: In-reach and Outreach Strategies. Paper presented at the **Academy of Management**, Vancouver, Canada, August 1995.
24. Freeman, Everette, McKelvey, Jean and **Srikantia, Param**. 1995. African-American participation in Industrial Relations and Human Resource Faculty Careers. Paper presented at the National Conference of the **Industrial Relations Research Academy (IRRA)**. Washington D.C., January 1995.

Book

1. Srikantia, Param (2010). The Architecture of Human Greatness: Alternative Visions for Leadership in a Global Era. VDM Verlag Dr. Müller. Saarbrücken, Germany.
2. Book (in Progress)

I am working on a book “*The Thorny Road to Enlightenment: Ten Awakenings for Emotional Wellness in a World Falling Apart*” for which I have completed a first draft of around 300 pages and I am in the process of editing it. This book involves 3 of the four modalities of the Boyer model including discovery, application, and integration. When it is completed, it will also inform my teaching.

List of Op-eds Published (1-16 co-authored with Elliot Srikantia). 1-5 have occurred within the 2023-24 performance review period and fit under “Application” in the Boyer Model.

1. Global Conflict, Pain & Psychological Armageddon. November 2023
<https://www.cleveland.com/opinion/2023/11/global-conflict-pain-and-psychological-armageddon-param-and-elliott-srikantia.html>
2. What's Holding America Back? October 2023
<https://www.cleveland.com/opinion/2023/10/whats-holding-america-back-param-and-elliott-srikantia.html>
3. The Crisis of Strategic Leadership. September 2023
<https://www.cleveland.com/opinion/2023/09/the-crisis-of-strategic-leadership-param-and-elliott-srikantia.html>
4. Rediscovering Abundance in a World of Manufactured Scarcity. July 2023
<https://www.cleveland.com/opinion/2023/07/rediscovering-abundance-in-a-world-of-manufactured-scarcity-param-and-elliott-srikantia.html>
5. The Best Kept Secret of Healthy Parenting. June 2023
<https://www.cleveland.com/opinion/2023/06/the-best-kept-secret-of-healthy-parenting-param-and-elliott-srikantia.html>
6. Restoring Community in an Individualistic America. April 2023
<https://www.cleveland.com/opinion/2023/04/restoring-community-in-an-individualistic-america-param-and-elliott-srikantia.html>
7. The Art of Unleashing the Unexpected. March 2023
<https://www.cleveland.com/opinion/2023/04/restoring-community-in-an-individualistic-america-param-and-elliott-srikantia.html>
8. Inner Transformation and the Conscious Workplace. February 2023
<https://www.cleveland.com/opinion/2023/02/inner-transformation-and-the-conscious-workplace-param-and-elliott-srikantia.html>
9. Quiet Quitting and the Motivational Crisis. Dec 2022
<https://www.cleveland.com/opinion/2022/12/quiet-quitting-and-the-motivational-crisis-param-and-elliott-srikantia.html>
10. The Lingering Effects of Unconscious Parenting. Nov 2022
<https://www.cleveland.com/opinion/2022/11/the-lingering-effects-of-unconscious-parenting-param-and-elliott-srikantia.html>
11. Healing the Inner Civil War of our Soul. Sept. 2022
<https://www.cleveland.com/opinion/2022/09/healing-the-inner-civil-war-of-our-soul-param-and-elliott-srikantia.html>
12. Seeing with Fresh Eyes on the Road to Transformation. Aug 2022
<https://www.cleveland.com/opinion/2022/08/dont-take-life-for-granted-on-the-road-to-enlightenment-param-and-elliott-srikantia.html>
13. Dignity in everyday Life is the True Measure of Development. July 2022

<https://www.cleveland.com/opinion/2022/07/dignity-in-everyday-life-is-the-true-measure-of-development-param-and-elliott-srikantia.html>

14. Economics and the roots of America's Existential Angst. May 2022
<https://www.cleveland.com/opinion/2022/05/economics-and-the-roots-of-americas-existential-angst-param-and-elliott-srikantia.html>

15. The Emotional Poisons of Everyday Living. April 2022
<https://www.cleveland.com/opinion/2022/04/the-emotional-poisons-of-everyday-living-param-and-elliott-srikantia.html>

16. Are you a Prisoner of Your Unconscious Mind? March 2022
<https://www.cleveland.com/opinion/2022/03/are-you-a-prisoner-of-your-unconscious-mind-param-and-elliott-srikantia.html>

17. Reigniting Workplaces Through Transformative Conversations January 2022
<https://www.cleveland.com/opinion/2022/01/reigniting-workplaces-through-transformative-conversations-param-srikantia.html>

18. The Hidden Value of Shattered Dreams. December 2021.
<https://www.cleveland.com/opinion/2021/12/the-hidden-value-of-shattered-dreams-param-srikantia.html>

19. Protecting Our Children from Manufactured Ignorance. October 2021.
<https://www.cleveland.com/opinion/2021/10/protecting-our-children-from-manufactured-ignorance-param-srikantia.html>

20. Has America Created Its Own Frankenstein Monster? September 2021
<https://www.cleveland.com/opinion/2021/09/has-america-created-its-own-frankenstein-monster-param-srikantia.html>

21. The American Crisis of Compassion. August 2021
<https://www.cleveland.com/opinion/2021/08/the-american-crisis-of-compassion-param-srikantia.html>

22. Embracing Enlightenment at Your Workplace. June 2021
<https://www.cleveland.com/opinion/2021/06/embracing-enlightenment-at-your-workplace-param-srikantia.html>

23. The Magic Pill of Unconditional Love. May 2021
<https://www.cleveland.com/opinion/2021/05/the-magic-pill-of-unconditional-love-param-srikantia.html>

24. Why Are Smart People Stupid? April 2021
<https://www.cleveland.com/opinion/2021/04/why-are-smart-people-stupid-param-srikantia.html>

25. That One Person You Just Can't Stand. February 2021
<https://www.cleveland.com/opinion/2021/02/that-one-person-you-just-cant-stand-param-srikantia.html>

26. Finding Our Inner Center in the New Year. January 2021
<https://www.cleveland.com/opinion/2021/01/finding-our-inner-center-in-the-new-year-param->
27. How is Your Mind Sabotaging You? November 2021
<https://www.cleveland.com/opinion/2020/11/how-is-your-mind-sabotaging-you-param-srikantia.html>
28. Being an Enlightened Presence in a World Falling Apart. October 2020
<https://www.cleveland.com/opinion/2020/10/be-an-enlightened-presence-in-a-world-falling-apart-param-srikantia.html>
29. Transforming Anger into Self-Awareness. September 2020.
<https://www.cleveland.com/opinion/2020/09/transforming-anger-into-self-awareness-param-srikantia.html>
30. Awaken to Your Hidden Potential in the Midst of COVID-19. July 2020.
<https://www.cleveland.com/opinion/2020/07/awaken-to-your-hidden-potential-in-the-midst-of-covid-19-param-srikantia.html>
31. Is Talk of Racism Making You Angry? June 2020
<https://www.cleveland.com/opinion/2020/06/is-talk-of-racism-making-you-angry-parma-srikantia.html>
32. 5 ways to Know If I am Growing (or Not) During the Coronavirus Lockdown. May 2020
<https://www.cleveland.com/opinion/2020/05/5-ways-to-know-if-you-are-growing-or-not-during-the-coronavirus-lockdown-param-srikantia.html>
33. Getting to Really Know Your Parents. March 2020
<https://www.cleveland.com/opinion/2020/03/getting-to-really-know-your-parents-before-they-die-param-srikantia.html>
34. The Silent Epidemic of the Ego. February 2020
<https://www.cleveland.com/opinion/2020/02/the-silent-epidemic-of-ego-param-srikantia.html>

Invited Presentations & Applied Scholarship: (August 2023-July 2024). The following 13 items have occurred in the 2023-24 performance review period and the type of scholarship in terms of the **Boyer model** is indicated at the end of each entry in parenthesis.

1. “The Enduring Relevance of Consciousness Transformation”, Keynote Address delivered at the Annual Meeting of the **National Training Laboratories (NTL Institute)**, a global body of applied behavioral scientists, August 2023. **(Discovery)**
2. “Managing Stress, Anxiety & Fear in Knowledge Work”. Keynote delivered at the **Global STERIS Corporation Research & Development Summit**. September 2023. **(Application & Integration)**
3. “Emotional Intelligence & Enlightened Presence”, Keynote at the **Cleveland Federal Community Leadership Institute (CFCLI)**. November 2023. **(Application)**

4. “Six Awakenings of Awakened Leadership”, Keynote to the members of the **Chamber of Commerce**, North Olmstead, Brookpark and Westlake,OH. November 2023. **(Application/Teaching)**
5. “The Art of Enlightened Leadership: The Sequel”. **Cleveland Cavaliers Leadership Team**. November 2023. **(Application/Teaching)**
6. “Abundance in a World of Manufactured Scarcity”, presentation to **BW Alumni “Cashennials”**. November 2023. **(Discovery, Integration & Application)**
7. “Enlightened Leadership & the Conscious Workplace”, presentation to the **Society for Human Resources Management (SHRM)**, Cleveland Chapter, January 2024. **(Application)**
8. “The Hidden Levers of Performance Breakthroughs”, presentation to the performance management firm, **RADCOM Inc**. April 2024. **(Application)**
9. “Eastern Perspectives on Mental Health”, presentation to the national workforce of **Nationwide Insurance**. May 2024. **(Discovery/ Application)**
10. “Six Awakenings: The Art of Being a Healing Presence”. Keynote address at the Annual Retreat for **VA Northeast Ohio Healthcare System’s** Home Based Primary Care team. May 2024. **(Application)**
11. “Antidotes to Emotional Poisons of Daily Life”. Wellness Grand Rounds, **Cleveland Clinic Foundation**. June 2024. **(Discovery, Integration, Application, Teaching.)**
12. “Reinvigorating Workplaces through Transformative Conversations”, presentation to the **Human Resources Leadership Group (HRLG)**, June 2024. **(Application.)**
13. “Leadership: An Inward Pilgrimage”, Keynote Speaker for the Graduation Ceremony of the **Cleveland Federal Board Community Leadership Institute**”, June 2024. **(Application)**

Invited Presentations & Applied Scholarship: (August 2022-July 2023)

1. “Beyond the Agony & Ecstasy of Everyday Life”. Grand Rounds **Cleveland Clinic Foundation**. September 2022.
2. “Transformational Awakenings in Organizational Greatness”. Keynote Speaker. **Cleveland Firefighters Union Credit Union**. October 2022.
3. “Embracing Enlightenment at Work”. Keynote Speaker, **Federal Reserve Bank of Cleveland Annual Information Technology Summit**. November 2022.
4. “The Art of Enlightened Leadership”. **Cleveland Cavaliers Leadership Team**. January 2023.
5. “Reigniting Workplaces through Transformative Conversations” delivered at a Marketing dept. Townhall meeting at **Sherwin Williams**. April 2023.
6. “Multicultural Awakenings & the Conscious Workplace”, Global Keynote address delivered in New York at **Energy Omnicom, BBDO**, the world’s largest advertising agency. May 2023.
7. “Cultivating a Healing Presence in Turbulent Times”. Grand Rounds to be delivered, June 6 at the **Cleveland Clinic Foundation**. June 2023.
8. “Reinvigorating Workplaces through Transformative Conversations”. presentation at the Annual Erie Insurance Learning Symposium. July 2023.

Invited Presentations and Applied Scholarship (August 2021-July 2022)

1. **“Embracing Enlightenment at Your Workplace”**, webinar delivered to around a hundred participants and hosted by the Baldwin Wallace MBA Program in their outreach efforts. July 2021.
2. “Thriving in Chaos”. Keynote Address at the Veterans Administration *Mental Health Summit*, Virtual, Sept. 24, 2021.
3. “Experiential Understanding of Mindfulness: Self-care for Health care Professionals”. Virtual Presentation at the *Annual Social Work Symposium*, Veteran’s Administration. September 17, 2021.
4. “Properties of the VUCA World”. Virtual Presentation at the *Annual Social Work Symposium*, Veterans Administration. September 17, 2021.
5. Presentation to 300 Staff of **Ellucian**, the global educational software company on Emotional Wellness in a World Falling Apart”, September 23, 2021.
6. “Why Life Sucks: Living Powerfully in a Pandemic World”, presentation to over a hundred trainers at the American Society for Training & Development, renamed Association for Talent Development (ATD) on December 2021.

Invited Presentations and Applied Scholarship (August 2020-July 2021)

1. “If Not Me, Then Who?”. Virtual Presentation at the Annual Meeting, “Quest”, **Federal Reserve Bank of Cleveland**. Sept 23, 2020.
2. "Caregiving and Mindfulness in a Volatile, Uncertain, Complex and Ambiguous (VUCA) World. Clinic-wide Presentation to Behavioral Health & Social Workers. **Cleveland Clinic Foundation**. Sept 27, 2020.
3. Presentation to 200 HR Professionals at **MPhasis**, the global software company on “From Competency Development to Consciousness Based Transformation”, Dec 16, 2020.
4. “Being an Enlightened Presence in a VUCA World” presentation to 250 R&D Scientists at **STERIS Corporation** at their Virtual Scientific Conference on Jan 21, 2021.
5. “Embracing Enlightenment at the Workplace”, webinar delivered to 200 managers and staff of the airline **AirAsia**, February, 2021.
6. “Mindful Presence for Caregiving in a VUCA World”. Keynote presentation (virtual) at the *Annual Social Workers Retreat*, “Out of the Box Social Work Interventions: Creative Additions to the Social Worker’s Toolbox”, **Veterans Administration, Palo Alto, California**. March 19, 2021.
7. “The Art of Consciousness-based Transformation. Ultra-brief Interventions for Caregiver Resiliency”. Presentation (virtual) at the *Annual Social Workers Retreat*, “Out of the Box

Social Work Interventions: Creative Additions to the Social Worker's Toolbox", **Veterans Administration, Palo Alto**, California. March 19, 2021.

8. "Beyond Emotional Intelligence". Presentation at the *Vision 2021: Leadership Development Institute*, **Veterans Administration**, April 2021.
9. "Six Dimensions of Emotional Wellness: An Eastern Perspective". Presentation at the *Spirituality/Religion in Mental Health Care Conference*, **Veteran's Administration**, Palo Alto, California. May 5, 2021.

Invited Presentations and Applied Scholarship (August 2019-July 2020)

1. Presentation to 200 attorneys and staff at **Jones Day**, the world's largest law firm on "Balancing Caregiving with Self Care", November 2019.
2. Presentation at the **Cleveland Clinic Foundation** on "The Emotional Architecture of Intimate Relationships", December 18, 2019.
3. Continuing Medical Education Credit seminar to 200 Physicians at the **Cleveland Clinic Foundation** on "The Anatomy of Alienation: Causes and Cures for a Global Epidemic", June 19, 2020.
4. "The Nonsense of Wisdom: An Indian Khichdi", presentation to a global audience for the **Discover Oneness Foundation**, July 2, 2020.
5. "Transcending success & Failure", presentation to a global audience, **Discover Oneness Foundation**, July 2, 2020.
6. "The Art of Compassionate Parenting", presentation to a global audience, **Discover Oneness Foundation**, July 16, 2020.
7. "East-West Dynamics: The Mystical Dance", presentation to a global audience with Jessica Srikantia, **Discover Oneness Foundation**, August 20, 2020.
8. "Are you Waiting for Aladdin to Light your Lamp?" presentation to a global audience, **Discover Oneness Foundation**, October 22, 2020.
9. "Enjoying the Lightness of Being", presentation to a global audience for the **Discover Oneness Foundation**, October 31, 2020.

Invited Presentations and Applied Scholarship: (August 2018- July 2019)

1. I delivered 8 seminars designed to cause breakthroughs in creativity at the R&D facility of **Sherwin Williams** to nearly 75 R&D personnel between August 2018 and March 2019.
2. Presentation at the Corporate Headquarters of **Nestle USA** on "The Art of Compassionate Parenting" which was televised in their offices in Seattle and in Washington DC. on March 27, 2019

3. Delivered a full day seminar titled “Why Life Sucks: Coping Transitions” at the **United States Department of Agriculture** in their downtown Washington DC headquarters to their PhD economists on Monday, April 8, 2019.
4. “Why Life Sucks”. I was among only 8 presenters selected from 220 people who competed to audition at **TEDX Syracuse University** for the theme “Shift”. The talk was recorded on Saturday, April 6, 2019 and posted July 15 joining a global community of TED and TEDX presenters.
5. I was invited to speak to the **Cleveland Federal Employees Leadership Development Program** on “Overcoming Obstacles” at the Federal Building Auditorium on May 15, 2019.

Invited Presentations & Applied Scholarship (August 2017-July 2018)

1. “Mindfulness: A Step Beyond Emotional Intelligence”, presentation to 300 participants at the **Federal Reserve Bank of Cleveland**, Annual Retreat, September 26, 2017.
2. “Mindfulness in Management”, presentation at the **Ohio Association of Student Financial Aid Administrators (OASFAA)**, at their Annual Director’ Retreat in Columbus on February 15, 2018.
3. “Mindfulness in Human Resources Management”, presentation to the Human Resources Division at the **Federal Reserve Bank of Cleveland** at their Annual Retreat March 9, 2018.
4. "Overcoming Anger, Stress and Anxiety", a full day seminar for the **Institute of Management Studies** to 40 participants from some of Canada's largest firms, receiving a mean rating of 6.8 on a 7.0 scale, making it the most successful IMS seminar in several years in Toronto on March 22, 2018.
5. “The Inward Pilgrimage of Personal Growth”, presentation to the mentors and students enrolled in the enrichment program run by the educational non-profit **Mind’s Matter** in Cleveland, OH April 28, 2018.
6. "Unite Our Vision by Working Together", delivered a keynote address at the federal government’s **Defense Finance and Accounting Services (DFAS)**, May 9, 2018.
7. "Release the Pressure", presented a stress management session to the **Cleveland Federal Leadership Development Program** to over 300 attendees, May 16, 2018.
8. "The Caregiving Conundrum", keynote delivered at the **Cleveland Clinic's Annual Health Sciences Award Ceremony**, May 31, 2018.
9. “Personal Resilience in Turbulent Times”, presentation to **General Electric (GE)** company engineers and staff at Neela Park which was videotaped by GE for broadcasting to their offices at other international locations, May 31, 2018.
10. “Why Life Sucks”, keynote at the Annual Departmental Retreat for the Finance Department and the Treasurer’s Office of **University Hospitals** June 6, 2018.

Invited Presentations & Applied Scholarship (August 2016-July 2017)

1. “Beyond Emotional Intelligence: The Manager as Enlightened Presence”. Designed and delivered 5 full day seminars in Boston, Chicago, Toronto, Pittsburgh, Cincinnati, San Francisco and Cleveland for the **Institute of Management studies (IMS)**, an international training organization that features thought leaders on leadership and management. Participant ratings of 6.5 to 7.0 on a 7.0 point scale on *effectiveness of speaker* and *value of content*. February to September 2016.
2. “Change Management and Personal Resilience”, three full day seminars at **Buckeye Health Plan** delivered to Nurses and Nurse Administrators at their offices in Akron and Toledo., Sept-Oct 2016.
3. Presentation on “Caregiving and the Mindfulness Revolution”, presentation at the **Veteran’s Administration Medical Center (VAMC)**, Cleveland, October 12, 2016.
4. “Celebrating Multiculturalism: Food for Thought” at the **NASA Glenn Research Center**. Keynote Address at the Multicultural Day celebrated in Cleveland, Ohio, November 17, 2016.
5. “Caregiving and the Mindfulness Revolution”, presentation at the **Case Western Reserve School of Medicine** Grand Rounds, Cleveland VAMC-Wade Park, Cleveland, Dec 2, 2016.
6. “Why Life Sucks: Enjoying the Lightness of Being”. Presentation to 40 New Nurse Supervisors at the **Veteran’s Administration Medical Center (VAMC)**, Cleveland Veteran’s Administration (VA), Cleveland January 2016.
7. “Fostering Creativity at Work”, keynote address at the **Bendix Corporation** delivered at the Women in Bendix Annual Conference, Elyria, Ohio, May 19, 2016.
8. “The Art of Mindful Management”: I was among 5 presenters selected internationally from several hundred thought leaders by the **Institute of Management Studies (IMS)**. Delivered this presentation to corporate associates and members of IMS drawn from 26 cities around the world at the IMS Advisory Board Meeting, San Francisco, June 2016.
9. “The Real Meaning of Success”, keynote address at the 20th Annual Graduation Ceremony of the 2016 cohort of the leadership program for the **Cleveland Federal Leadership Institute (CLFED)**, a conglomeration of all the Federal Agencies in Cleveland. Cleveland, Ohio. June 28, 2016.
10. “Overcoming Internal Barriers to Success”, presentations to two cohorts of high school students from the **Boys and Girls Club of America and Boys Hope, Girls Hope** who visited BW exploring careers in health care, June-July 2017.

11. “Mindfulness Techniques in Coping with Grief”, keynote address at the Annual Retreat of the divisions of Pediatric Hematology and Oncology, **Cleveland Clinic Foundation**, Friday, June 9, 2017.
12. “Mindfulness Treatment Approaches to Enhance Patient Care Experiences”. Presentation to nearly 500 participants at the **Cleveland Clinic Foundation**, Bunts Auditorium. Televised at all satellite CCF hospitals in the Cleveland area and in Florida. Seminar approved for CEU Credits. Tuesday February 21, 2017.
13. “Mindfulness Treatment Approaches to Enhance Patient Care Experiences”. Presentation at the Castele Auditorium, **Cleveland Clinic Foundation Lutheran Hospital**. Approved for CEU Credits. Monday February 20, 2017.
14. “Mindfulness Revolution in Medicine”, Physician Grand Rounds Presentation to Internal Medicine Physicians **Cleveland Clinic Foundation**, seminar approved for Continuing Medical Education Credit on April 12, 2017.
15. “Uniting Our Voices and Speaking Together”, Keynote Address at an annual diversity celebration, **NASA Glenn Research Center**, Tuesday May 9, 2017.
16. “It’s Time to Make Your Move” keynote presentation to around 200 managers and staff drawn from all the federal agencies in Cleveland, **Cleveland Federal Board**. Received a standing ovation at the end of the presentation on Wednesday, May 24, 2017.
17. “Leadership Lessons for Women”. Presentation to the organizing committee for the Annual women managers retreat at the **General Electric Company (GE)**, July 2017.
18. “Leadership Lessons for Women”. Presentation to 250 women managers at the affinity group, “GE Women in Management”, **General Electric Company (GE)** October 10, 2017, Cleveland, Ohio, October 10, 2017.

Invited Presentations & Applied Scholarship. (Prior to August 2016)

1. Developed and delivered 10 new groundbreaking public seminars (from 2012-2017 and continuing) attended by over 25000 participants dealing with a broad variety of challenges associated with the development of human potential. **Baldwin Wallace MBA Association** and **BW Alumni Relations**.
2. “Why Life Sucks: Enjoying the Lightness of Being”. Presentation to the affinity group, Women in Forest City at **Forest City Enterprises**, Public Square, Cleveland, Ohio. January 4, 2016.
3. “The Architecture of Fraud: Psychological and Spiritual Perspectives”, presentation at the **Internal Auditors and Forensic Accountants and Fraud Examiners** conference, Cleveland, February 1, 2016.

4. “Inner Landscaping: Dealing with the Peaks and Valleys of Work life”, keynote address delivered at the **National Conference of Interior Landscaping Professionals**, Longwood Gardens, Philadelphia, April 2016.
5. “Leadership in an Era of Economic Despair” presentation at the **PLANET Green Industry Conference** at Louisville, Kentucky, November 2009.
6. “Global Voyages” presentation at the **PLANET Green Industry Conference** at Louisville, Kentucky, November, 2009.
7. “Leadership Breakthroughs in a Global Era”, Presentation at the **PLANET Green Industry Conference** at Louisville, Kentucky, November 2008.
8. “Learning from Nature; Peaks, Valleys and Plains of Leadership”. **Presentation at the PLANET Green Industry Conference** at Louisville, Kentucky, November, 2008.
9. “The Architecture of Breakthroughs in an Era of Globalization” at the global conference, Rubber in The Americas: Impulses for a Resilient Strategy”. Pittsburgh. August 2006.
10. “Teaching Business Students to Question the International Monetary System: Critical Inquiry in the Graduate Business Classroom”. Presentation at the Annual Monetary Reform Convention of the **American Monetary Institute**, Chicago, September 2006.
11. “Conflict and Consensus in Orientation to Social Change: The Role of the World Bank”. Respondent at the **Fourth Annual Hermen D. Stein Lectureship in International Social Welfare**. Mandel School of Applied Social Sciences, October 2001.
12. “Debunking the Myth of International Development: Toward a Radical Reconstruction of International Realities”. Inaugural Session at the Organizational Excellence Program, New York sponsored jointly by a cooperative arrangement between the **United States Agency for International Development** and the Weatherhead School Of Management for leaders of international organizations.
13. North-South Inter-organizational Partnerships: “The Underlying Dynamics of Global Machiavellian Domination”. Presentation at the Executive Program in Global Social Change, Alabama sponsored jointly by the **United States Agency for International Development** and Case Western Reserve University for 40 leaders of international organizations drawn from 25 countries.
14. “Developing Managerial Competence”. Presentation to the participants of the exchange program fro European Managers sponsored by the **Cocoa Cola Foundation** and **Case Western Reserve University**. held at the Weatherhead School of Management, Cleveland, Ohio.
15. “Shifting Our Paradigms and Expanding our Capacity for Action”. Presentation at the Executive Certificate Program in Global Social Change, Alabama, sponsored jointly the **United States Agency for International Development** and Case Western Reserve University for 40 leaders of international organizations drawn from 30 countries.
16. “Expanding Our Horizons as Leaders: An Ontological Approach to Personal and Organizational Capacity Building”. Presentations made in Harare, Zimbabwe to 50 participants from African, Asian, European, South American and U.S. based

nongovernmental organizations at the Conference on Inter-organizational Partnerships sponsored by **United States Agency for International Development**.

17. "Application of Appreciative Inquiry to Inter-organizational Partnership Formation". Presentations made in Harare, Zimbabwe at the conference On Capacity Building sponsored jointly by **United States Agency for International Development**.
18. "Appreciative Inquiry and Transformational Leadership". Presentation made to 25 international women global social change leaders from 25 countries at Washington D.C. and sponsored by **CEDPA**, an international organization working on population issues internationally.
19. "Abilities of Superior Performing Engineers and Scientists". Presentation to fifty managers in engineering companies in the Cleveland area In workshop "Business Skills for Engineers" organized by the School of Engineering, **Case Western Reserve University**.

Other Research Experience

Judge, Academy of Management Case Study Competition 2009: I was one of the Judges for the Academy of Management, "Dark Side of Capitalism" International Case Study Competition convened by the Critical Management Studies Division.

Judge, Academy of Management, Best Doctoral Dissertation Competition 2009: I was one of the Judges for the Academy of Management, "Best Doctoral Dissertation" Competition convened by the Critical Management Studies Division.

Chair, Peer Reviewed Paper Proceedings of the Organizational Change and Development Division at the Annual Academy of Management, New Orleans, 2004. Invitation extended by Dr. George Roth, Professor, Sloan School of Management, Massachusetts Institute of Technology.

Reviewer of Scholarly Papers submitted to the Organizational Change and Development Division, Academy of Management, 2003-2004, *Journal of Management Education*, *Journal of Organizational Change Management* and *Action Research*.

Teaching Experience

Professor, Carmel Boyer School of Business, Baldwin Wallace University. August 2001-Current.

- Teaching a variety of courses at the Graduate (MBA), Executive MBA, Health-care MBA, International MBA and Undergraduate Programs in the Carmel Boyer School of Business at Baldwin-Wallace University with consistently excellent evaluations 4.75 and higher on a 5 point scale and glowing comments in student evaluations. Elected Faculty Chair of the Division of Business Administration Fall 2004 & Spring 2005 Sessions. Recipient of the **Faculty Excellence Award** by the Beta Upsilon Chapter of the Alpha Sigma Lambda, the Honor Society for Adult Learners. Promoted to Full Professor and Tenured in August 2007.
- Developed and delivered 10 new groundbreaking public seminars attended by over 300K participants dealing with a broad variety of challenges associated with the development of human potential. Seminars widely attended by a wide variety of professionals

including attorneys, social workers, entrepreneurs, health care professionals from leading hospitals as well as by employees and managers of a diverse range of private, public and non-profit organizations.

**Lead Instructor, Weatherhead School of Management, Case Western Reserve University.
June 1997 – May 2001.**

- Independently responsible for delivering the flagship Management course for the MBA Program at the Weatherhead School of Management, Case Western Reserve University as Lead Instructor for 8 semesters, leading a team of 3-5 facilitators each time. The course on Managerial Competency Assessment and Development is a semester long class bringing together conceptual readings, experiential exercises, 360 degree feedback and educational testing in a self directed learning process designed to promote the development of 22 critical managerial competencies associated with superior performances in organizations. **My instructions for Summer 2000, Fall 1998 and two sections in Fall 1999 have been the four highest ratings ever recorded in the ten years that the course has been in existence.**

**Facilitator, Weatherhead School of Management, Case Western Reserve University.
August 1995 – June 1997**

- Assisted the Lead Instructor in the delivery of the core MBA Course on Managerial Competency Assessment and Development, providing ongoing coaching, facilitation and lectures to learning groups of 18-20 students while selectively delivering plenary level presentations. Facilitated 8 consecutive semesters; promoted to Lead Instructor in June 1997 (see above).

Teaching Assistant, Weatherhead School of Management, Case Western Reserve University. August 1994 – July 1995

- Provided teaching support and graded papers for MBA Courses in Organizational Behavior and Analysis for four semesters; Fall 1994, Spring 1995, Summer 1995 and Spring 1996.

**Instructor, Department of Management & Organizations, University of Iowa.
August 1992 – July 1994**

- Responsible for independently delivering the core undergraduate course on Administrative and Operations Management to two sections of 40-50 students for five consecutive semesters; Fall 1992, Spring 1993, Summer 1993, Fall 1993, Fall 1994 and Spring 1995.

**Instructor, Jambhale Institute of Management, University of Mumbai.
June 1991 – June 1992.**

- Independently responsible for delivering the Personnel Management Course in the MBA Program of this Business School that was rated among the top 3 in the nation. Each year only 50 students were admitted to this selective MBA Program out of a national pool of 10,000 applicants. Also delivered a ten session workshop to senior officers of the Indian

Army (including the rank of General) on Leadership and the Management of Human Resources.

Instructor, S.P. Jain Institute of Management, Narsee Monjee Institute of Management & Chetana Institute of Management.

June 1989 – June 1991

- Independently responsible for delivering courses in Personnel Management, Research Methodology, Organizational Behavior and Administrative Management at the MBA Program of the University of Bombay at the three of its Business Schools.

Research Experiences

Investigator, National Science Foundation Grant. January 1996 – December 1997.

- Developed a TQM Transformation model (subsequently presented as a co-authored paper at the Academy of Management Conference 1998) focusing on TQM in knowledge work environments through a comprehensive literature review and the analysis of TQM data collected at the NASA Lewis Research Center, Cleveland, Ohio.

Graduate Assistant, Department of Management & Policy Studies, Weatherhead School of Management, Case Western Reserve University.

August 1994 – January 1995.

- Participated in research design, instrument development, data collection and analysis and co-authored papers on two major research projects in the department on African American Participation in Faculty Careers and Balancing Traditionality and Change in a non-Profit Organization.

Program Officer, Global Excellence in Management (a partnership organization between United States Agency for International Development & Case Western Reserve University.

January 1995 – July 1999.

- Carried out research on Capacity Building among international development organizations in nearly twenty five countries, an effort that culminated in a co-authored working paper for the Social Innovations in Global Management (SIGMA) at the Case Western Reserve University and the GEM Institute.

Professional Internship, Arthur Andersen LLP.

- Authored the following Professional Monographs for Arthur Andersen & Co., Illinois, in a project designed to keep their consultants abreast of emerging themes in the academic and scholarly literature.

(1) **Srikantia, Param.** 1995. Strategic Planning; an Overview.

(2) **Srikantia, Param.** 1995. Organizational Development and Change

(3) **Srikantia, Param.** 1995. Development Managerial and Leadership Skills.

(4) **Srikantia, Param.** 1994. Organizational Design.

Field Research, Cadbury's India

August 1984 – August 1985.

- Conducted a year long research study on Organizational Climate and Alienation at Cadbury's, the nation's largest chocolate factory with a sample of 300 shop floor workers and supervisors. The research was the subject of my dissertation completed in partial fulfillment of the M.A. in Organizational Psychology, University of Bombay.

Business and Organizational Experiences

Consultant, World Bank, Washington D.C.

January 2001- August 2001

- Developed two proposals for thematic workshops on Civic Engagement and Participation in Macroeconomic Planning for the national leadership of several countries in Europe, Central Asia and the African Region. Prepared Background materials, case studies and designed substance and process details for each of the workshops attended by 50 Cabinet and Finance Ministers of the countries.

Program Officer, Global Excellence in Management (a partnership organization between United States Agency for International Development & Case Western Reserve University.

January 1995 – July 1999.

- Designed and delivered workshop sessions and facilitated group learning processes at 15 international workshops sponsored by the United States Agency for International Development (USAID). These workshops were focused on building organizational competence in strategic planning, change management and inter-organizational partnerships among organizations in over 50 countries. I have been among four workshop leaders who travel around the world delivering the programs to communities and organizations.
- Organizational Excellence Program, Mohonk, New York, U.S.A., 2000.
- Executive Certificate Program in Global Social Change, Alabama, U.S.A., 2000.
- Inter organizational partnerships and Capacity Building Workshop, Calcutta, India, 1999.
- Capacity Building and Partnership Workshop, Harae, Zimbabwe, 1999.
- Executive Certificate Program in Global Social Change, Alabama, 1999.
- Executive Certificate Program in Global Social Change, Washington D.C., 1998.
- Capacity Building and Partnership Workshop, Harae, Zimbabwe, 1998.
- Executive Certificate Program in Global Social Change, Seabrook, U.S.A., 1998.
- Executive Certificate Program in Global Social Change, Seabrook, U.S.A., 1997.
- Multinational Strategic Alliance Workshop, New Delhi, India, 1996.
- Executive Certificate Program in Global Social Change, Puerto Rico, 1996.
- Executive Certificate Program in Global Social Change, Cleveland, U.S.A., 1996
- Organizational Excellence Program, Mohonk, New York, U.S.A., 1996.
- Organizational Excellence Program, Mohonk, New York, U.S.A., 1995.
- Co-authored the strategic plan for the GEM Initiative through a participatory process involving extensive consultation with the consumers and market segments being served by the organization, carried out research projects on capacity building and designed program evaluation strategies.

Personnel Manager, Unilever Group in India

June 1991 – July 1992.

- Led a ten-member departmental team in designing and delivering human resource development interventions on conflict resolution, career planning, personal growth, supervisory skills work and Quality Management for a work force of 2,500 employees in the principal manufacturing facility of the Unilever Group in India, India's largest multinational corporation. Developed a system for determining training needs.

Head, Human Resources, American Cyanamid Company of India

October 1988 – April 1991.

- Awarded **three in-company corporate recognition awards** for pioneering work in organizational change management and featured as a “Frontrunner” in India’s leading business magazine, Business India. Developed and implemented a multi pronged organizational change intervention at the Indian subsidiary of American Cyanamid intended to support the firm’s strategic business expansion plans through a network of 50 OD workshops and seminars covering 3,500 employees at all levels of the organization. The awards received in recognition of my contribution were:
- Designed four management development retreats for 60 upper and middle level managers of American Cyanamid’s Indian subsidiary on organizational transformation, competitive strategy, cost control and employee development; delivered workshop sessions on these topics.
- Facilitated a seven-day retreat to the CEO and the top management team of American Cyanamid’s Indian subsidiary on establishing innovative practices in the company in the areas of organizational development, organizational restructuring, management development, training, performance management and career management.
- Designed and instituted company wide systems and practices at American Cyanamid’s Indian subsidiary through individual meetings with over 60 managers in the areas of management development, performance appraisal, training, career planning, managerial selection, managerial job evaluation and team development. Authored the HR Policy Manual for the corporation.

Personnel Officer, Voltas Limited, Tata Group of Companies.**June 1991 – July 1992.**

- Established the Psychological Assessment Center in Voltas Limited, a large diversified Indian organization with a work force of 7,000 members; this became the subject of a case study on innovative management practices documented by the Indian Institute of Management and the business press in India.
- Conducted an extensive evaluation of the management development practices at Voltas Limited and made three presentations to the CEO and Vice Presidents of the company on strategic management development challenges facing Voltas Limited. I was hired by the company as Corporate Personnel Officer at the end of the presentation!

Consulting Fieldwork Internships, Tata Institute of Social Sciences.**January 1985 – December 1987.**

- Completed consulting projects involving organizational diagnosis and action planning for the following corporations in India: Cadbury’s & Otis Elevators (organizational culture), Siemens (managerial leadership styles), May & Baker & Imperial Chemical Industries (employee grievance management) and National Electronic Company (management by objectives).

Miscellaneous Accomplishments

- Scripted and Directed three management development video films that were screened at the annual meetings of the International Federation of Training and Development Organizations (IFTDO) and the Forum of Asian Managers, Manila.
- Have supervised several individuals who now occupy senior positions in world-class knowledge work environments such as the London Business School, McKinsey and Co., Pepperdine University, Case Western Reserve University, and the University of Illinois.

- Featured by India's leading business magazine, Business India as a "Frontrunner" and hosted two popular television shows on Bombay Television.

Positions Held in Professional/ University Associations

- Weatherhead School Representative, Graduate Student Senate, Case Western Reserve University (1994 – 1995).
- Student Member, Faculty Senate, College of Business Administration, University of Iowa (1993 – 1994).
- Secretary General, Indian Society for Training and Development, Bombay Chapter, Bombay (1990 – 1991).
- Founding Member, Indian Association of Industrial Psychiatry, Bombay. 1987.
- Member, National Publicity Committee, Indian Society for Training and Development, Bombay. 1990 – 1991.
- Convener, National Convention on "Innovation in Management", Bombay. 1988 – 1989.