

Dr K S Gupta

PhD (IIT Bombay), MBA (HR & Mktg), PGDBA,
ME (Electronics), C Eng (I), FIE, LMISTD.

Currently: Director, KSG Center for Leadership and Development
Bangalore

DOB : 7th December 1953.

**I.**

- **In HAL, I have conducted number of domestic and international negotiations as Maintenance Manager, Export Manager and Deputy General Manager (Material Management) in Aircraft Manufacturing Industry.**
- **I have conducted sessions in MDPs conducted in IIM Bangalore and Kozikode. Recently conducted 5 programs on “Building Empowering Relationships to Motivate Team Members” for BEL Top Management teams. (from Jul to Nov 2015) in IIM Kozhikode.**
- **Case Analysis and Writing Workshop in B- Schools**

II. Skills**a. Some of the Skills:**

- High level of negotiation skill
- Good Leadership skills
- Effective Delegation skill
- Effective Decision Making skill
- Problem Solving skill
- Excellent Empowering (and facilitating) skills
- Self Development skills
- Developing people skills
- Good Motivational skill
- Good Communication skill.
- Good Interpersonal skill
- Good Listening skill
- Good Team Working
- Institution Building Skills

b. Values

- Respect for people and their ideas
- Team Working
- Discipline
- Punctuality
- High Commitment
- Systematic approach
- Enthusiastic learner
- Effective transfer of learning

III. a. Training Programs conducted Recently:

MDPS :

- 2-day Program on “Win-Win Negotiation” for EIL
- **Conflict Management** & negotiation: 5-day Program on “Soft Skill Development” for EIL
- **Positive Thinking** in 5-day Program on “Soft Skill Development” for EIL
- **Leadership Module** for 104 Teachers of Meenakshi Group of Schools at Gurgaon
- **Excellence through Positive Attitude** at Gail Training Institute Noida
- **Excellence through Positive Attitude** at Gail Training Institute Noida
- **Managing Team Performance and negotiation** for Top Management Team of Power Grid Corporation
- **Building Empowering Relationships to Motivate Team Members”** for BEL Top Management teams. (from Jul to Nov 2015) in IIM Kozhikode.

b. Training Programs conducted in past:

For Board Members/Top Management:

- Leading Self
- Empowered and Empowering Leadership,
- Developing Empowering Relationship
- Empowerment and transformational Leadership
- Integrative Leadership
- Empowerment and CSR
- Empowering Entrepreneurship
- An Integrative Approach,
- Building Empowering Top Management Teams
- Leadership Development at every level.
- Strategic Leadership
- Building Empowering Relationships for Successful Entrepreneurship

For Senior Management Teams/ Industry professional:

- Entrepreneur Development Program
- Leading Self
- Leadership at every step,
- Enhancing Communication Skill,
- Enhancing Self Esteem,
- Developing Personal Leadership Excellence,
- Developing Group leadership,
- Empowering Leadership,
- Reprogramming of Minds.
- Developing Empowering Relationship.
- **Negotiation Skills**

For Newly Selected Executives:

- Induction and placement

For Students:

- Public Speaking
- Enhancing Employability Skills
- Enhancing Communication Skills
- Curriculum to careers
- Enhancing learning capability,
- Reprogramming minds and
- Empowering Teens,
- Students Counseling,
- Personality Development
- Reprogramming Parents Minds and Empowering Teens

- **Faculty/Teachers Development Program on:**

- ✓ Learner-oriented-facilitator
- ✓ Case writing
- ✓ Case teaching
- ✓ Research and publishing papers
- ✓ Research Process leading to PhD.

- **Soft Skills Trainers'/Facilitators' program**

- ✓ Communication Skills
- ✓ Public Speaking skill
- ✓ Negotiation Skill
- ✓ Assertiveness Skill
- ✓ Group discussion skill
- ✓ Interview skills
- ✓ Leadership Development
- ✓ Personality Development
- ✓ Empowering skills

- An exclusive program on “**Reprogramming Parents Minds and Empowering Teens to Excel in Life**” for contributing to the roots for developing future leaders.

III Teaching

a. Recent:**Taught:**

- Organisational Behaviour,
- Business Communication,
- Performance Management and Compensation
- Managerial Communication,
- Organisational Design and Development
- Human Resource Management
- Employees Relations

Subject expertise

- Organisational Behaviour
- Human Resource Management
- Performance Management and Reward System
- Organisational Leadership
- Recruitment and Selection

- Training and Development
- Business Ethics
- Business Communication Skills
- Marketing Management
- Consumer Behaviour
- Sales & Distribution Management
- International Marketing

**Member of Syllabus Revision Committee for IBS University and VTU University.
Designed the Syllabus for Management courses of a Global University**

IV. Research

Research Interests

a. Conceptual relationships of Empowerment with:

- Leadership,
- Emotional Intelligence
- Empowerment
- Life styles and Stress management
- Human Process Reengineering,
- Organisational Practices and Performance
- Talent Management
- Knowledge Management,
- Supply Chain Management,
- Child Empowerment

b. Inventory development for quantitative measurement of behavioural aspects.

c. BPO Business Model

Research Activities (Guided PhD Scholars)

3 Research scholars awarded PhD

Guiding another 7 Research Scholars for their PhD in Management, at Jain University Bangalore

PhD Guide for: 15 universities

Faculty Development Programs :

Attended:

- 2 FDPs in for HODs of Training & Development Centres of HAL
- 3 FDPs in IBS
- 1 Conference of Principals of Engineering Colleges.

Conducted :

- 6 FDPs for HODs of Training and Development Centres of HAL
- 2 FDP in New Horizon College of Engineering Bangalore,
- 3 FDPs in JNU Jaipur (one for HODs of the University and Two for Mgt Faculty)
- 4 FDPs in Sri Ramakrishna PG (Autonomous) College Nandyal on
 - **Case Study Method of Teaching**
 - **Case Writing and**
 - **Learner-oriented-facilitator**
 - **Shifting Focus from teaching to Learning**

- **Research and Publication**

V. TRAINING PROGRAMMES ATTENDED:

- Aeronautical Inspection Service Course for 6 weeks.
- Maintenance of Electronic Instruments at IDEMI, Bombay for 2 weeks.
- General Management Development in HAL Staff College for 3 weeks.
- Export Marketing Management in HAL Staff College for 4 weeks.
- Basic Training on NLP for 2 days
- Training on Applied NLP for 1 week.
- Consulting Skills for OD practitioners for 3 days.
- Enterprise Wide Project Management for 2 days.
- Certified ISO 9000 Auditor Program for 6 days.
- PMP Certification Program for 5 days.
- 2 FDPs in for HODs of Training & Development Centres of HAL
- 3 FDPs in IBS
- 1 Conference of Principals of Engineering Colleges.

VI. EXPERIENCE

Summary

44 years

- Aircraft Maintenance 8 years
- Aircraft Overhauling 2 years
- Aircraft Quality Assurance 5 years
- Plant Maintenance 5 years
- Export Marketing 5 years
- Corporate Training and Development 9 years
- Academics Management Education
Training and Consultancy 10 years

Overall Teaching, Training and Consultancy

26+ Years

visiting faculty for teaching:

- **“Understanding Management, Business and Organisation”** at NMIMS Bangalore for Executive as well as PGDM programs
- **Human Resource Management and Compensation and Reward Management** in Amity Global Business School, Bangalore and conducting **Corporate Consultancy and Training Programs.**
- Christ University Bangalore
- GITAM University Vishakhapattanam(AP)
- RK College Nandyal (AP)

VII. Positions held

May 15 – Till Date Director, KSG Center for Leadership and Development Bangalore

Jul 14- April 15 Professor, Asia Pacific Institute of Management New Delhi

Nov11 – Jun14 Director, KSG Center for Learning and Development Bangalore

Mar11 – Oct11 Director, Academy for Excellence in Management Education, Bangalore.

July 10 – Jan11 Director, School of Management and Technology, Jaipur National University, Jaipur.

Apr09 – Apr10 Dean, Management Studies, New Horizon College of Engineering, Bangalore

Jun07 – Mar09	Associate Dean of Examinations and Students' Development & Welfare, ICFAI Business School (IBS), Bangalore
Apr06 – May07	Professor of Organisational Behaviour, IBS Bangalore Area Coordinator for Organisational Behaviour and Human Resource PhD Supervisor and Researcher
Nov05 – Mar06	Professor of Organisational Behaviour, ISBM Bangalore
Jul05 – Oct05	Deputy General Manager, Integrated Materials Management, HAL, Bangalore (Planning, sourcing, procurement, and supply of materials for manufacturing line of aircraft including inventory management. Leading a team of more than 175 employees and managing a budget of INR 500 Crores for the division)
Nov96 – Jun05	Senior Faculty (Trainer), HAL Management Academy (Managed HAL Management Academy and designed, developed & conducted Training programs for Management Trainees, Executive Trainees and Management Development for Middle to Top level Executives of HAL and other organisations.)
Oct86 – Oct96	Manager (Maintenance) and Manager (Export Marketing), HAL Bangalore
Jan72 – Sep86	Quality Control Inspector, Aircraft Maintenance and/Overhauling.

Details:

Professor of Organization Behaviour and Management of Human Resources in International School of Business & Media, Bangalore since Nov 2005. Taught Human Resource Management and Communication Skills. Teaching Advance Organisation Behaviour and Performance Appraisal and

As Deputy General Manager (Integrated Materials Management)

Responsible for planning, sourcing, procurement, storage and supply of materials for aircraft manufacturing including inventory management.

As Senior Faculty (for around 9 years)

responsible for Middle and senior and Top Management Training .

Administrative : Managing HAL Management Academy in Training Need Analysis, Planning, Designing Training Programs, Coordinating and Conducting training Program and studying transfer of learning to work place.

- Technical and soft skill development
- Management/Leadership Development
- Training Infrastructure Management
- Development of Training Calendar

Head Corporate Training (Technical and managerial): for all the 14 divisional training centres all over the country for their training need analysis, designing guidance and approval of their annual training Calendar, guidance conducting training programs and assessing the transfer of learning form class rooms to work place.

As Trainer:

a. 30 types of training programs and more than 500 workshops for more than 40 organisations

b. Training Management Trainees for 28 weeks and Executive Trainees for 6 weeks at HAL Management Academy and Management Development Programmes for Middle to Top Management Executives in HAL in followings:

- Prepare a training need analysis annually
- Identify the development intervention and design the program
- Design and conduct modular workshops on various topics.
- Design and conduct training for trainers
- Keeping abreast with developments in the field of Operations / Management/ Technology / HRD / Training, both in HAL and outside world.
- Course design and co-ordination.
- Evaluation of Training Effectiveness by analysis of feed back and taking corrective measures.
- Diagnostics and Briefing other faculty to meet our programme objectives.
- Facilitating transfer of learning to work situations through Learning Diary, Learning Review and Action Plans.
- Preparation, Review and updating course materials.
- Internal consultancy on HRD in general and Training in particular.
- Conducting surveys related to HRD and Training.
- Surveying, reviewing, selection of books / periodicals / training films / case studies.
- Planning for yearly Training Plan.
- Guiding Research Work.
- Guiding and facilitating project works and project presentations.
- Professional Advice on Training and HRD matters.
- Developing Case Studies / Role Plays / Training Methodologies / Process work.
- HRD networking with outside professionals.
- Matters related to Governing Council.
- Matters related to Training Managers' Conference.
- Write-ups on Professional Matters.
- Preparation for faculty work.
- Faculty work in class-room.

Teaching: OB Course for MBA class at XIME Bangalore from Jul 2001 to May 2002 (2 Trimester, Advanced OB in CMR Institute of Technology from July 2003 to Jan 2004 & **International Marketing** from Feb 2004 to Jun 2004 and Human Resource management in International School for Business and Media, since 3 Oct 2005.

(d) As a Project Guide

Guided number of projects for MBA, M Phil, and Engineering Scholars.

- Leadership and Communication
- Exports and Marketing Management
- Products of HAL and
- Business Environment
- Marketing Orientation of Business
- Diagnostics of Training Needs
- Marketing Efforts of HAL

(e) As Manager (Export Marketing) from Feb 1992 to Oct 1996.

- Analysing Market Potential

- Preparing countries' and export customer' profiles
- Making arrangement for divisional exhibits and coordinating other divisions for taking part in National and International Exhibitions and Air shows.
- Preparing PC based marketing presentations.
- Preparation of brochures and other publicity materials
- Preparation of advertisements

(f) As Manager (Plant Maintenance) from October 1986 to February 1992:

- Planning and provisioning of new plants & equipment and facilities for manufacturing of Aircraft.
- Spare parts management & inventory control, including consumables.
- Industrial lighting & power distribution.
- Maintenance of Air-conditioning and Cold Storage plants.
- Maintenance of light and heavy duty Electrical Equipments and machinery.
- Maintenance of Material Handling Equipment.
- Maintenance of CNC machines.
- Generation, distribution, control and maintenance of Utilities.
- Vendor development.
- Supervision of contract workers.
- Energy conservation.

(g) Overhauling & Maintenance of Aircraft for 13 years:

- Quality Control Inspector for a period of 3 1/2 years.
- Supervision in Aircraft Overhauling for 1 1/2 years.
- Maintenance (I & II line servicing) of Aircraft for 8 years.

VII. International Study Tour in USA on

- “Paradigm Shift in Management Education in globalised Era” in April/May 2010 in California for 8 weeks
- “Paradigm Shift in Education in globalised Era” in May-Aug 2013 in New York, New Jersey, California and Hawaii for 10 weeks

VIII. Editor-in-Chief of the journal; International Research Journal of Management and Business Studies (IRJMBS).

Member of Editorial Board of “International Journal of Advanced Research in Business Management and Administration”

Reviewer for Research Papers of the following Journals:

- ICFAI Journal of Organisation Behaviour from April 06 to March 09.
- International Journal of Information Resources Management Association, May 08.
- Journal of Management Development, Emerald journals Since Jan 10
- African Journal of Business & Management.

Member of Scientific Committee of the 2nd International Conference on Marketing 2014 to be held on 25-26 Feb 2014 in Colombo, Srilanka.

(<http://www.marketingconferences.co/scientific-committee.html>)

Organised and attended number of national and international conferences, workshops and seminars.

Have been invited for Key Note addresses, panel discussions, chairing the sessions by the organisers of various national and international conferences for the past 15 years.

IX. Publications: Total 58

Summary of Publications

- *International Refereed Journal* 9
- *National Refereed Journal* 15
- *International Conference Proceedings* 19
- *National Conference Proceedings* 7
- *Edited Books* 6
- *Journal Article* 2

Book Reviews

- *Book Reviews* 4

International Refereed Journal (9)

- Empowerment Inventory, The Annual 2002, Training Vol. 1. Josey Bass.
- Measuring Children Empowerment Inventory;, Pfeiffer and Pfeiffer in The Annual 2004, Vol. 1. Training, USA, Wiley Publication.
- Motivational Climate Inventory, Pfeiffer and Pfeiffer in The Annual 2006, Vol. 2. Consulting, USA, Wiley Publication.
- Building Relationship, The Pfeiffer Annual 2007, Vol. 2. Consulting, USA, Wiley Publication.
- Leadership Capability and Knowledge Management: A Comparative Study, K S Gupta, G Suri Babu &, Salma Ahmed, Journal of Information and Knowledge Management – Jun 08, Emerald Publications, Tulsa, OK 74135.
- Knowledge Sharing Climate Inventory, Pfeiffer in The Annual 2008, Vol. 1. Training, USA, Wiley Publication.
- New Empowerment Inventory, Pfeiffer in The Annual 2009, Vol. 2. Consultancy, USA, Wiley Publication.
- Institution Climate Inventory; Pfeiffer in The Annual 2011, Vol.1, Training, USA, Wiley Publication.
- Model of Conceptual Framework Relating to Emotional Competencies, Transformational Leadership and Organisational Performance; with Sanjay Kumar; Research Revolution Volume-I, Issue 8 May 2013

National Refereed Journal (15)

- Marketing Orientation of Business Organisation, PRODUCTIVITY, April-June 1996.
- Empowerment: A Training Need of Medium and Large Business Organisations, Training for Transformation - Strategies for the New Millennium, IJTD 2000.
- Training For Competence Building in Enterprise Management, Training for Transformation - Strategies for the New Millennium, IJTD 2000.

- Impact of Employee Empowerment on Employees Commitment in Indian Business Organisations, The Productivity; Vol. 42, No. 1, April- June, 2001.
- Leadership through Empowerment: A holistic Approach, Presented in International Conference on Developing Leaders, Teams and Organisations: “Meeting the Challenges of Global Market and Technology”, Dec 15-16, 2000 at MDI, Gurgaon and Published in Developing Leaders, Teams and Organisations Edited by Dr Anup Singh.
- Empowerment in Indian Industries: An Empirical Analysis, Leadership and Human Values 2003, Prof Sivaganesh Bhargava, IIM Lucknow.
- Knowledge Management and Empowerment: A Conceptual Relationship, Udyog Pragati, NITIE Bombay.
- Training in Empowerment: A Tool for Changing Employees Attitude, IJTD, 2002.
- Empowerment & BPR: Exploring the Relationship (1990), The Productivity, Vol.42, No. 2, Jan 1990, P298-305.
- Organisational climate for knowledge sharing: A Comparative Analysis, Conference Proceedings of First International Conference on Human Resource Development in Asia held on Oct 28-29, 2002 at IIM Bangalore.
- Organisation Climate for Knowledge Sharing: A Comparative Analysis, Presented in IFTDO, World Conference, New Delhi. Nov 22-25, 2004. and Published in Creating Value through People, Edited by Prof Pritam Singh, et. al., MDI, Gurgaon.
- Empowerment: Conceptual Relationships, ICFAI Journal of Organisation Behaviour.
- Cultural Interventions for Integrating Employees and Teams with the Organization: A Case Study; 2014; with Bobby Kurian: International Journal of Science and Research (IJSR), ISSN (Online): 2319-7064, Volume 3 Issue 2, February 2014, www.ijsr.net
- Transformational Leadership: Pre and Post Flying Incidents (2015); with Dr Sanjay Kumar, SCMS Journal of Indian Management; Vol. XII, Number 1, January – March, p97-103.
- Transformational Leadership and Emotional Intelligence (2015); with Molly Mathews, SCMS Journal of Indian Management; Vol. XII, Number 2, April-June p75-89.

International Conference Proceedings (19)

- Conceptual Framework and Measurement of Empowerment, 2001 Hawaii Conference on Business, Jun 14-17, 2001, Honolulu, Hawaii.
- Empowerment for Better Development, International Seminar on Learning and Motivation (ISLM 2001), Oct 8-10, 2001, University Utara, Malaysia.
- Lean Manufacturing: Hurdles and Solutions, International Conference on “Emerging Competitiveness Paradigms”, at Goa, Jan 11-12, 2007 – organised by IUP USA and PESIT.
- SCM and Empowerment: A Conceptual Relationship, with Prof. Lakshminarasimha, International Conference on “Emerging Competitiveness Paradigms”, at Goa, Jan 11-12, 2007 – organised by IUP USA and PESIT.

- Leadership Styles and Knowledge Sharing: A Conceptual Relationship, with Mr G. Suri Babu, International Conference on “Emerging Competitiveness Paradigms”, at Goa, Jan 11-12, 2007 – organized by IUP USA and PESIT.
- A Comparative study on Knowledge Sharing Climate, International Research Conference on “Quality Innovation and Knowledge Management” organised by Monash University Australia with IMT Ghaziabad, Feb 11-14, 2007 at New Delhi.
- Knowledge Management and Leadership Styles: A Conceptual Relationship, (G. Suri Babu), International Research Conference on “Quality Innovation and Knowledge Management” Monash University Australia with IMT Ghaziabad, Feb 11-14, 2007 at New Delhi.
- Knowledge Generation Process: A Measurement Approach, with G Suri Babu, &, Salma Ahmed, "Knowledge Management International Conference 2008 (KMICe'08)" organised by University Utara Malaysia, 06010 Sintok, Kedah, Malaysia, Jun 10-12, 2008.
- A Study on The Relationship Between Empowerment, Collaboration and Selected Outcomes In A Supply Chain, with Prof A Lakshmnarasimha 6th International Conference on Supply Chain Management and Information Systems (SCMIS 2008) with University of East London, UK, Dec 8-10, 2008, organised by NIT Trichy.
- Business Process Outsourcing Supply Chain Strategies in The Life Sciences Industry, 6th International Conference on Supply Chain Management and Information Systems (SCMIS 2008) with University of East London, UK, Dec 8-10, 2008, organised by NIT Trichy.
- Strategic framework for creating a Life Sciences centric BPO Business Model, with C. Omprakash, Dr. Mohd. Afaq Khan, International Conference on Emergent Business Models and Strategies for Knowledge Economy: Impact on Business, Government and Society, Nov 19-21, 2009, IBA Bangalore.
- Competitiveness through Employee Empowerment, with Krishna Murari, International Conference on Emergent Business Models and Strategies for Knowledge Economy: Impact on Business, Government and Society, Nov 19-21, 2009, IBA Bangalore.
- Building Competitiveness in Aerospace Industry Through Customer-Centricity: Issues and Challenges, with Mr NK Palta, 3rd Conference on Global Competition and Competitiveness of Indian Corporates, May 29-31, 2008, IIM Lucknow.
- Global Competitiveness of Indian Life Sciences BPO Industry - An Empirical Study. with C. Omprakash, Dr. Mohd. Afaq Khan. 3rd Global Competitiveness Conference, IIM Lucknow, May 29-31, 2008.
- Impact of Emotional Intelligence on Transformational Leadership and Organisational Performance: A Literature Survey; with Dr Sanjay Kumar, at *International Conference on Managing Human Resources at the Workplace, December 14-15, 2012.*
- Repatriation and Subjective Well-being: A Literature Review ; With Sandeep Rao, at *International Conference on Managing Human Resources at the Workplace, December 14-15, 2012.*
- Impact of Emotional Intelligence on Transformational Leadership and Empowerment: A Literature Review; with Molly Mathew, at *International Conference on Managing Human Resources at the Workplace, December 14-15, 2012*

- How A Culture Audit can help the Organization?; with Bobby Kurian; *2nd International Conference on Managing Human Resources at the Workplace*, December 13-14, 2013
ISBN: 978-81-922146-5-8
- Organization culture change for competitive advantage: A Case study with Bobby Kurian and Uma Hattikal, *3rd International Conference on Managing Human Resources at the Workplace*, December 5-6, 2014, ISBN: 978-93-83302-01-7. organised by SMDIMD, Mysore.

National Conference Proceedings (7)

- Key Role of Technology Management in Globalisation of Indian Aerospace, Globalisation and Indian Aerospace, the Institution of Engineers (India), Mar 7-8, 1996.
- Empowerment Approach to Employee Involvement, 38th National Convention of Indian Institution of Industrial Engineering, held at Mumbai, Dec 6-7, 1996.
- Quality of Work life at Call Centre Employees, 9th National Conference at PIMR Indore, Jan 30-31, 2007.
- Leadership Capability and Knowledge Management: A Comparative Study, with G Suri Babu & Salma Ahmed , 3rd Conference on Global Competition and Competitiveness of Indian Corporates, May 29-30, 2008, IIM Lucknow.
- Maintaining Firm's Competitive Advantage amidst Technology Changes, with Mr S S Choudhary, ANVESH: Conference on "Managing Strategies for Sustainable Competitive Advantage" , Apr 9-10, 2008.
- Re-engineering Management Education; Conference on Re-Engineering management education on 8-9 April 2011; by Karnataka State Open University Mysore.

Edited Books (6)

- Leadership through Empowerment: A holistic Approach, International Conference on Developing Leaders, Teams and Organisations: Meeting the Challenges of Global Market and Technology Ed By Dr Anup Singh et al. 2001
- Empowerment in Indian Industries: An Empirical Analysis, ; "LEADERSHIP AND HUMAN VALUES" edited by Siva Ganesh Bhargava. 2002
- Knowledge Sharing Inventory; A Handbook of Human Resource Initiatives Edited by Mahaveer Jain and Parth Sarathi; Manak Publications Pvt Ltd New Delhi, 2003.
- Organisation Climate for Knowledge Sharing: A Comparative Analysis, 2004, Creating Value through People, edited by Prof Pritam Singh, et. al., MDI Gurgaon.
- Leadership Styles and Knowledge Sharing: A Comparative Study, LEADERSHIP IN A CHANGING LANDSCAPE, edited by Dewi A Sapuan, Kamal Kishore and Manjit Singh Sandhu. Published by CERT Publications, Sdn Bhd, KL, Malaysia, July 2008.
- Abusive Leadership : A Roadblock for Innovation Strategy, with Mr Krishna Murari, Transcending Horizon through innovative Global Practices, edited by Alok Bansal, Yogeshwari Phatak, IC Gupta & Rajendra Jain, Excel Books.

Journal (1)

- Next Generation and HR Challenges: HRM Review, National Institute of Personnel Management Bangalore Chapter; Sept 2010.

Book Reviews (4)

- Strategies for Performance management, Dinesh K Srivastava, Excel Books, 2005, PES Journal of Management.
- True to Yourself: Leading Value Based Business, Mark Albion, Berrett – Koehler Publishers Inc, San Francisco, 2006, PES Journal of Management
- What's your story: using stories to ignite performance and be more successful, Craig Wortmann, Kaplan Business, 2006 Journal of Management and Change, Indian Institute of Learning and Management, New Delhi Published in Vol. 11, No. 2, 2007.
- Managing Value, S. S. Iyer, Published by New Age International Publication, 2006, Gitam Journal of Management.

X. Board Membership

- NVT Quality Certification Pvt Ltd, Bangalore.
- International School of Management Excellence (ISME), Bangalore.
- Academy for Excellence in Management Education (AEME) Bangalore, Bangalore

XI. Membership of Professional Bodies

- Life Member of India Society for Training & Development, LMISTD.
- Life Fellow of Institution of Engineers (India), FIE.

XII. Awards

- Commendation from Chairman, Hindustan Aeronautics Limited for International Publications.
- Best Exhibition Stall Award from Aeronautical Society of India.

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