

## Profile

Full Name: ASHIS SEN PhD  
 Qualifications: BE (VNIT) and PhD UPES (Human Resource Mgt)

**Some Major Current In-Company Assignments:**

1. STEP (Leadership Development) of Infosys BPM Teams at Pune and Bangalore around 40 middle level Management Employees with 15 to 20 years of work experience including Coaching of Executives (9 months duration)
2. Indian Oil Corporation Limited – Fortune 500 and Maharatna Company (Emotional Intelligence Intervention) for about 80 officers (6 months duration)
3. Indian Railways Officers on Emotional Intelligence (over 400 officers) from IRS- UPSC and IES cadre (Ongoing)

**Past Assignments on Leadership and Coaching**

4. Have been involved in Coaching Assignments for Years at Hindustan Petroleum Corporation Limited (Fortune 500 and Maharatna Company) covering about 500 executives including several present and earlier Board Members during their tenures as GM and Executive Directors
5. Was Involved in developing Internal Coaches at OIL India Limited a Government of India Company (letter from Director enclosed)
6. Was Involved in coaching of Directors and MD at Puranik Builders for several years (Letter of Appreciation from Director HR enclosed)
7. Was Involved in Coaching top executives of Autobahn Trucking Private Limited (Letter of Appreciation from Head HR enclosed)
8. Coaching Ms. Sonia Notani Chief Marketing Officer IndiaFirst Life Insurance Company Limited (Letter of Appreciation Enclosed)

**Total Industry experience: 33 years**

**Work Experience:**

- A. **General Manager Capability Building from Hindustan Petroleum Corporation Limited (A Government of India Enterprise, Fortune 500 Company)**
- B. **Headed L&T Learning and Development at the Corporate Level including all its subsidiaries**

**Coaching Qualifications- Accreditations, Courses Attended:**

- Attended Coaching Training at ISB by Marshall Goldsmith the world’s Top Coach
- **Certified on Strengths Based Coaching from Gallup**
- Certified from CLI
- **Certified as Executive Coach by Hay Group ( 9 months course)**
- Presently undergoing Coaching Curriculum from Grow More Coaching
- **Certified at ACC level from International Coaching Federation**

**Some Teaching – Present and Past Assignments**

Courses Taught Earlier at PG Level: SHRM, Talent Management apart from the above current courses.

Current Teaching Responsibilities: Visiting Professor (**IIM Kashipur**) **Adjunct Professor – TAPMI, Manipal, Guest Faculty at TISS, IIM Indore**

Previous Teaching Experience: Visiting Professor at NMIMS, TAPMI for several years  
 Guest Faculty at IIM Lucknow, IIM Ahmedabad, and many years at TISS Mumbai

**Other Certifications/Diploma:**

Serial No	Certification/Diploma Details	Certifying Body	Faculty
1.	Executive Coaching (10 Months Course)	Hay Group	Hay Group Facilitators
2	Appreciative Inquiry (2 months course <b>Online</b> )	David Cooperrider	David Cooperrider
3	Kaplan Norton Bootcamp on Balanced Scorecard	Palladium	Karen DiMartino
4	MBTI	Asian Psychologist Press	APP Facilitator
5	FIRO-B	Asian Psychologist Press	APP Facilitator
6	Learning Styles Inventory (David Kolb)	HayGroup	D Mishra Director
7	Neuro Linguistic Program	Alphastars	Certified by Richard Bandler
8	Emotional Social Competency Inventory (Daniel Goleman and Richard Boyatzis’s Model)	HayGroup /Kornferry	D Mishra
9	Leadership Styles Inventory	(Based on Litwin’s Work)	Haygroup/KornFerry)
10	Strategic HRM- India	Ross School of Business	Wayne Brockbank

Ashis Sen Consulting and Coaching

11	Advanced Management Program	IIM Calcutta	Prof Ambuj Mahanti
12	Personal Excellence Map Certification	EI Learning Systems USA	Professor Darwin Nelson from A&M University, Texas
13	Critical Incident Interviewing Skills	Competency International USA	Professor Robert Emmerling
14	SEL for Students – Path to Social Emotional Well-Being ( <b>Online</b> )	University of Colorado	Coursera
14	Organizational Climate Survey	(Based on Litwin’s Work)	Haygroup
15	Certificate Program on Competency Mapping (6 Months Program with Project)	T V Rao and Other Faculty	T V Rao Learning Systems
16	Balanced Scorecard (Online)	Managementor	Online - Managementor
17	Psychometric Testing	PsyTech Testing Certificate	Psytech International Limited UK Registered - British Psychological Society – as User : Occupational
18	Balanced Scorecard (Online)	Palladium	Palladium, 2007
17	Branding (Online)	Managementor	Online-Managementor
18	Assessor Training Workshop	Ernst & Young	N S Rajan
19	Customer Relationship Management (Online)	Managementor	Online Managementor
20	Gallup Q12 (Employee Engagement) Certified Q12 Impact Seminar Leader	The Gallup Organization	Sita V
21	Coding Social Motives Using Thematic Apperception Test Proficiency Level 1	Competency International	Dr Robert Emmerling
22	Emotional Learning Systems Certification	EI Learning Systems Texas USA	At Texas A&M Kingsville by Professors Darwin Nelson and Gary Low

**Honors & Awards Related to Academic, Research or Training/Facilitating Achievements**

1. Recognized by Heavy Industry Dept., Government of India for work on Leadership,
2. Honored by Dr. Daniel Goleman for work on Emotional Intelligence,
3. Appreciation from R Kaplan HBS
4. Honored by EI Learning Systems, USA for work on Emotional Intelligence, MIT Professor Peter Senge
4. Numerous citations and awards from IIMs, JBIMS, TISS, XLRI, IMT, IMI, UPES, NITIE, and foreign Univs
5. Appreciation from Harvard Business School 2 times, ESADE, and University of Barcelona among others

**(d) Training Programmes (MDPs/Workshops/Seminars) conducted: (Workshops could range from 1 to 3 days each)**

Sl. No.	Title of the Training Programme	Client Organization	Year	Nature of Involvement	No of Workshops
1	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Balanced Scorecard</li> <li>Employee Engagement</li> <li>Coaching</li> <li>Learning Styles (Based on David Kolb's theory)</li> <li>Systems Thinking</li> <li>Scenario Planning</li> </ul>	HPCL	2003-2016	As Facilitator and Trainers even when I Headed HPCL Capability Building as Dy, GM or General Manager	<b>More than 100 Workshops over 300 days</b> with participants exceeding 2000 officers from HPCL
2	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Balanced Scorecard</li> </ul>	L&T	2016-2017	Facilitator and also was Head of L&T Learning and Development	3 workshops
3	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Performance Feedback</li> </ul>	L&T	2018-2020	As Trainer and Consultant	3 workshops
4	<ul style="list-style-type: none"> <li>Employee Engagement</li> <li>Systems Thinking</li> </ul>	CII, Vikhroli Mumbai		As Trainer	5 Workshops
5	<ul style="list-style-type: none"> <li>Competency Mapping</li> </ul>	Bahrain Oil Company		As Consultant	1 Workshop
6	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> </ul>	SHRM for Tata Motors	2018	As Master Facilitator	9 Workshops
7	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Employee Engagement</li> <li>Performance Mgt.</li> </ul>	Infosys BPM	2019-2020	Facilitator and Consultant	5 workshops
8	<ul style="list-style-type: none"> <li>Mindfulness</li> <li>Emotional Intelligence</li> </ul>	Jute Corp. of India	2020	Consultant	1 workshop and 2 sessions
9	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Performance Management</li> </ul>	Indian Oil	2018-19 2019-20	Consultant	12 workshops
10	<ul style="list-style-type: none"> <li>Emotional Intelligence</li> <li>Balanced Scorecard</li> <li>Workplace Engagement</li> <li>Leadership Development</li> </ul>	Multiple Organizations & Govt Organizations Like Maharashtra Police, CPWD, Ministry of Heavy Industry, etc.	2014-2020	Consultant	Dozens of Workshops conducted



भारतीय प्रबंध संस्थान काशीपुर  
INDIAN INSTITUTE OF MANAGEMENT KASHIPUR  
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e-mail : info@iimkashipur.ac.in website : iimkashipur.ac.in  
Kundeshwari, Kashipur - 244713, (U.S. Nagar)  
Uttarakhand, INDIA

August 09, 2019

Dear Prof. Sen,

I take pleasure to invite you to offer an elective course on '**Learning and Development**' in Term-V of PGP 2018-20 commencing from September 9, 2019. Twenty Six students are enrolled in this course. It will be a great learning opportunity for our students to learn from a renowned faculty like you. The course on '**Learning and Development**' is a *full credit* elective course and requires 30 hours (20 sessions 1 ½ hrs each) of class room interaction. A faculty can take upto two sessions of one and half hours per day and upto four sessions per week. On account of insufficient registration in the course, you are requested to take 16 sessions of the course whereas remaining 4 session will be taken by Anchor Faculty, Prof. Devjani Chatterjee. Further, you are requested to plan three to four visits to complete the course. Prof. A V Raman, Assistant Professor, OB/HR area of IIM Kashipur (Email: av.raman@iimkashipur.ac.in, Mob. 06395370320) is the coordinator for this course.


IIM Kashipur would take care of your travel, board and lodging for teaching this course. You will be paid honorarium @ Rs.8000/- per hour as per Institute's rule as a token of appreciation of your invaluable cooperation. A copy of Manual for Course Instructors will be sent to you by email for your ready reference.

Prof. Vaibhav Bhamoriya, Chairperson (PGP), (Email: vaibhav.bhamoriya@iimkashipur.ac.in, Mobile: 09408870332) and Ms. Rachana Sharma, Assistant Administrative Officer (Programmes) (Email: pgpoffice@iimkashipur.ac.in; Mobile: 07533909174) will coordinate your visit.

Looking forward to your kind support and cooperation.

With best wishes,

Yours sincerely,

  
Prof. Vaibhav Bhamoriya  
(Chairperson PGP)

Dr. Ashish Sen

**LARSEN & TOUBRO LIMITED  
MUMBAI**

7<sup>th</sup> December, 2016

**C I R C U L A R**

Management is pleased to announce the appointment of **Dr. Ashis Sen** as **Head – Corporate Learning & Development**, with immediate effect.

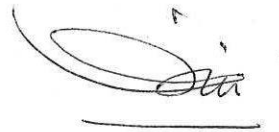
Dr. Sen is a B.E. (Mechanical) from VRCE, Nagpur and a Ph.D. in Philosophy from University of Petroleum and Energy Studies. He was working with HPCL for the last 32 years and was heading the Leadership Development function in the capacity of General Manager & Head- Capability Building. Dr. Sen has been a visiting/guest/adjunct faculty at IIM Ahmedabad, IIM Lucknow, IIM Udaipur, IIM Kozhikode, NMIMS and TISS. He has co-authored two books on “Fuelling Success” and “Professional Coaching”.

Dr. Sen, is a certified Executive Coach and was awarded the Hall of Fame award by Dr. David Norton on Excellence in Strategy Execution for his work on Balanced Scorecard.

Mr. Narendra Bellare, Joint General Manager – Learning & Development, Corporate HR, will report to Dr. Sen and will be responsible for matters concerning the Leadership Development Academy (LDA) at Lonavala.

Dr. Sen will report to the undersigned.

The Management wishes Dr. Ashis Sen best of luck in his new assignment.



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**Yogi Sriram**  
**Senior Vice President – Corporate HR**

**Circulation:**

EMC Members  
Sr VPs EVPs VPs  
GMs JGMs AMs  
Heads of S&A Companies  
CHR&P SEC TRV EST CCD SSC  
Notice Boards



GALLUP®

CERTIFICATE OF COMPLETION

Ashis Sen

HAS SUCCESSFULLY COMPLETED GALLUP'S  
ACCELERATED STRENGTHS COACHING COURSE.

31 July 2015



Strengths coaches help their clients explore their *talents*, unleash their *potential*, and be at their *best*.

*V. Venkatesh*

*Joseph Luthra*



पुष्प जोशी  
निदेशक - मानव संसाधन

**PUSHP JOSHI**  
Director - Human Resources



हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड  
(भारत सरकार उपक्रम)

17, जमशेदजी टाटा रोड, चर्चगेट, मुंबई - 400 020.

**HINDUSTAN PETROLEUM CORPORATION LIMITED**

(A Government of India Enterprise)

17, JAMSHEDJI TATA ROAD, CHURCHGATE,  
MUMBAI - 400 020.

TEL.: DIR.: 2202 3772 FAX : 2283 0383

e-mail : pushpj@hpcl.in

July 04, 2019

**To whomsoever it may concern**

This is to state that Dr. Ashis Sen headed the function of Learning and Development as General Manager, Capability Building at Hindustan Petroleum Corporation and he had been involved in the following activities:

1. Conceptualizing, Designing and Facilitating workshops on Emotional Intelligence for a large group of officers. The workshops have been highly appreciated and found to be beneficial to the organization.
2. As an Internal Coach and Head of Learning and Development, he was involved in the design and implementation of major Leadership Interventions like Akshay and Akshaypath involving mid & senior level officers. These initiatives were instrumental in building a leadership pipeline in the organization. He has been involved in coaching of officers and has used the Emotional Social Competency Inventory, Emotional Skill Assessment Process (ESAP), Learning Styles Inventory, Organizational Climate Survey, Inventory of Leadership Styles, MBTI, FIRO-B and Gallups Strength Finder tools and other psychometric tools for personality assessment and designing and implementing coaching interventions and sessions. The framework of these interventions is found to be useful, effective and is well appreciated.
3. During his stint as Head of Balanced Scorecard (BSC), he helped conceptualize and implement frame-work of BSC implementation which enabled our performance and helped us to receive the "Hall of Fame Award for Excellence in Strategy Execution" from Dr. David Norton the co-creator of the concept of Balanced Scorecard.
4. We would also like to mention that his pioneering work on Emotional Intelligence helped the organization to associate with some of the top experts and Gurus of Emotional Intelligence like Dr. Daniel Goleman, Dr. Richard Boyatzis and others. He was also extensively involved in designing the competency framework in our organization and institutionalizing Competency Based Interviewing processes. He co-conducted workshops with Dr. Robert Emmerling a Global Expert at HPCL on Competency Based Interviewing Skills for our officers.

(Pushp Joshi)





## Autobahn Trucking

Autobahn Trucking Corporation Pvt. Ltd.  
(BharatBenz Authorised Dealer)  
VIII/424 B, NH-47, Near IOC Pump, Kottayi, Near Athani Junction,  
Nedumbassery P.O., Ernakulam - 683585, Kerala.  
Phone: +91 484 2379000  
Email: info@autobahntrucking.com

Ref : ATC/HR/AL/0419/001

Date : 24 April 2019

Dr. Ashis Sen  
Ashis Sen Consulting and Coaching  
Andheri, Mumbai

**Sub : Letter of Appreciation**

Dear Dr. Ashis Sen,

We truly appreciate your work done with us on some of our major business and HR initiatives. We have particularly found significant value on the following organizational interventions carried out by you:

1. Leadership Development:
  - a. The immense work done by you in developing and nurturing leadership abilities in our top and senior management executives have helped us develop talent in the organization as well as improve their business and people performance.
  - b. Your coaching interventions with our senior executives helped our executives to hone their Emotional Intelligence and leadership competencies.
2. Performance Management System and Strategy Execution with the Balanced Scorecard:
  - a. Your work with us on building, monitoring and reviewing processes on the strategy and execution have rendered significant assistance to us in outlining clear priorities on customer and process initiatives and their linkage to both financial and learning initiatives.
  - b. It helped us in putting a robust process of Performance Management Systems clearly outlining expectations from employees, determining the learning initiatives to garner skills necessary to achieve the strategy objectives.
3. HR Processes:
  - a. Your inputs on HR Processes especially on Training and Development for effective strategy implementation and employee engagement have helped us improve the HR Ecosystem with high responsiveness to both business and employees.

We thank you for your effective interventions in the above areas.

Thanking you,

Sarath Murzil S  
Head HR



To

Ashis Sen

Date: April 20, 2019

Ashis Sen Consulting and Coaching

Andheri, Mumbai

Dear Dr Ashis Sen,

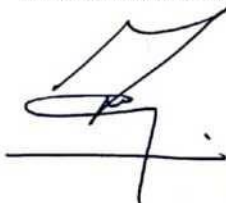
We truly appreciate your work with us over the years on some our major business and HR initiatives. We have particularly found significant value on the following organizational interventions carried out by you:

1. Leadership Development:
  - a. The immense work done by you in developing and nurturing leadership abilities in our top and senior management executives have helped us attract, retain and develop talent in the company as well as improve their business and people performance.
  - b. Your coaching interventions with our board level and senior executives helped our executives to hone their Emotional Intelligence and leadership competencies.
2. Strategy and Strategy Execution with the Balanced Scorecard:
  - a. Your work over the years with us on building, monitoring and reviewing processes on the strategy and execution have been immensely helpful to us in outlining clear priorities on customer and process initiatives and their linkage to both financial and learning initiatives.
  - b. It helped us put a robust process of Performance Management Systems clearly outlining expectations from employees, determining the learning initiatives to garner skills necessary to achieve the strategy objectives.
3. Recruitment Processes – Competency Based Interviewing Processes:
  - a. Your work on developing robust competency based interviewing processes as well as active role in interviewing potentials slated for senior and top management positions have helped the organization to select high quality talent which has proved predictive in good and high performance.
4. HR Processes: Your inputs on HR Processes especially Training and Development for effective strategy implementation and employee engagement have helped us improve the HR Ecosystem with high responsiveness to both business and employees.

We thank you for your inputs on the above areas for the last several years and look forward to future collaboration

Thanking you

Director HR and Marketing







July 12, 2017

F: 3641: 2017:2018

Dr. Ashis Sen

Flat No. 103, Bulding B,

EDEN III,

Hirannandani Gradens,

Powai, Mumbai – 400 076.

**Sub: Offer of employment for the post of Senior Adjunct Faculty at SVKM's Narsee Monjee Institute of Management Studies (NMIMS) (Deemed to be University).**

Dear Dr. Sen,

With reference to your application and the subsequent discussion you had with us on July 06, 2017, we are pleased to offer you the position of “**Senior Adjunct Faculty (HR & OB)**” at SVKM's Narsee Monjee Institute of Management Studies (NMIMS) (Deemed to be University) on Contract basis for period of eleven months. On the date of your joining you will have to report at **School of Business Management, SVKM's NMIMS (Deemed to be University), Mumbai Campus.**

You will be paid Honorarium of Rs. 1,00,000/- p.m. (all inclusive) during the above contract period. You will not be entitled for any kind of leave. You are required to take min 2 courses of 30 hours each (3 credits each) in a trimester or min. 3/2 courses of 30/45 hours each (3 credit each course) in a semester depending on the school academic calendar. No extra compensation will be paid to you apart from your honorarium for any extended hours of work.

You will have to be present in the campus for total of 75 hours per month. You are required to use the biometric attendance systems for marking your attendance since the same will be reviewed on weekly / monthly basis.

You will not be entitled for summer vacation and hence will not be entitled for any honorarium. Any shortage in number of hours on account of Diwali or Christmas Break will be adjusted either before or after during that month.

You are requested to convey your acceptance on or before July 22, 2017 and join duty within 4 weeks from the date of this offer. In case of your failure to do so, this offer will stand terminated automatically unless otherwise agreed in writing to your joining later.

The detailed appointment letter will be issued to you after your joining our University. You are requested to sign the duplicate copy of this letter as a token of acceptance of this offer.

Regards,

**Dr. Rajan Saxena**  
(Vice Chancellor)

- c.c. : 1) Personal File   
2) Accounts  
3) Dean (SBM) and Vice Postvost (ME)  
4) AR (SBM)

SVKM'S  
**Narsee Monjee Institute of Management Studies**

Deemed to be UNIVERSITY

V. L. Mehta Road, Vile Parle (West), Mumbai - 400 056, India.

Tel: (91-22) 42355555 / 26134577 | Fax: (91-22) 26114512 | Email: enquiry@nmims.edu | Web: www.nmims.edu



HayGroup

# Certificate

This is to certify that

Ashis Sen

of Hindustan Petroleum

has successfully attended the

Coaching Skills Building Programme

from July 2006 – May 2007 and is

Accredited as an Executive Coach

Barbara Darling  
Practice Leader

Arvind Pandit  
Senior Consultant



Ashis Sen <senashis@gmail.com>

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## Thank you for your contribution

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Sonia Notani <sonia.notani@indiafirstlife.com>  
To: Ashis Sen <senashis@gmail.com>

Sat, Jul 13, 2019 at 7:47 PM

Dear Mr Ashis Sen,

I would like to thank you for your immense contribution as my professional coach.

Our association during the last 9 months has helped me achieved the stated objectives that we started with and helped me develop my strengths further. I have become more cognizant of my blind spots and areas of improvement and am working towards making those less apparent.

During this period, I have achieved two major accolades : Assocham – Women Leader of the Year – CSO (2019) and Fortune India 40 Under 40 (Class of 2019). You have played a significant role in helping me realize my potential and make my mark!

Look forward to our continued association and your support in going from one goal post to the next.

Regards,

**Sonia Notani**

Chief Marketing Officer

### IndiaFirst Life Insurance Company Ltd

301, 'B' Wing, The Qube,

Infinity Park,

Dindoshi - Film City Road,

Malad (East), Mumbai - 400 097.

D +91 22 62 700 518

[www.Indiafirstlife.com](http://www.Indiafirstlife.com)







## The International Coach Federation

is honored to confer upon

# ASHIS SEN

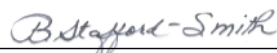
the designation of

### **Associate Certified Coach (ACC)™**

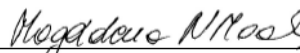
The designation is earned by demonstrating knowledge and proficient use of core coaching skills through a comprehensive application and evaluation process designed to ensure high standards for the coaching profession and the clients it serves.

Awarded on this day

7/27/2020



Benita Stafford-Smith, MCC  
Chair, 2020 ICF Credentials and Standards Global Board



Magdalena Mook  
ICF Executive Director

Valid through: 7/31/2023