

Ashis Sen Consulting and Coaching
9920434669

Email: SENASHIS@GMAIL.COM Cell no.



Dr Ashis Sen is Managing Director at Ashis Sen Coaching and Consulting. He is globally recognized for his seminal work on

- 1. Leadership Development and Emotional Intelligence Concepts and Competencies**
- 2. Coaching Senior Executives in several large and mid-sized organizations including Fortune 500 companies**
- 3. Strategy Formulation and Strategy Execution,**
- 4. Competency Model Building for Organizations,**
- 5. Assessment and Development Center Design and Implementation,**
- 6. Behavioural Event-Based Interviewing**

Experience and Past and Present Position

He has held/holds significant positions and/or is a member of the some of the world's most well-known learning platforms:

- Headed Learning and Development at Corporate Level at Larsen and Toubro (L&T) one of the largest Indian Multinationals**
- Headed Learning and Development of Hindustan Petroleum as General Manager a Fortune 500 Public Sector Unit**
- Is presently Chairman of Forum for Emotional Intelligence Learning (FEIL)**
- Member of EI Consortium at Boston-(the only practitioner from India to be inducted in the EI consortium arguably the most recognized body on Emotional Intelligence whose members include Daniel Goleman, Richard Boyatzis and top EI experts in the world**



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- India Coordinator for Society for Organizational Learning (www.sol.org) whose Chair is Dr. Peter Senge of MIT Boston USA
- Member of Competency International which has global experts like Dr. Lyle Spencer and Dr. Robert Emmerling
- Member of XPC of Palladium and was instrumental in bringing Palladium to India for the first Kaplan Norton Boot Camp on BSC
- Apart from this has been on the board of mentors for a management institute amongst many other affiliations and memberships

Dr Sen an Engineer from VNIT with about 35 years of work experience he is known for his research on the topic of creating collective achievement orientation (Collective Motivation) in organizations. His work received wide-spread appreciation.

Brief of Papers, Books authored, co-authored by him as well as assignments and Qualifications on Coaching:

Book Co-Authored

1. Co-Authored a Book titled "Professional Coaching" which is used in Victoria Houston University for their curriculum on Coaching

Designed Coaching Interventions for Organizations:

2. Designed Coaching Intervention for Senior Executives from Hindustan Petroleum Corporation Limited (Fortune 500 company) with extensive discussions with Richard Boyatzis, Distinguished Professor at Case Western University and one of the world's Thought Leaders. The Program became the prime vehicle for Talent Development and Management and presently all Directors and Chairman have been participants in this program. During my tenure around 300 executives were coached for a year each. The executives were selected by C&MD and Directors. I was heading this leadership Coaching Intervention as General Manager and Head Capability Building at HPCL from 2012-2016
3. He trained Oil India Coaches for months on coaching skills – MRPL is a large PSU.



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4. He Coached the senior executives General Managers and Dy General Managers at Mangalore Refineries and Petrochemicals Limited for about a year. The coaching intervention was co-designed by me with IIM Udaipur
5. He has also coached Top Executives including Board Members at Puraniks a large real estate developer based out of Thane. He has been
6. Presently Coach Top Executives at a large firm in Cochin
7. Coached Managing Partners at one of the largest law firms in India
8. Was an Internal Coach at Hindustan Petroleum Corporation for a period of 5 years and involved in coaching more than a thousand officers from 2003-2008

Coaching Certifications:

1. Received Coaching Inputs and Training from the world renowned Hay group for one year
2. Received Coaching Certification from Gallup on Strength Based Coaching
3. Received Coaching Certificate from Marshall Goldsmith workshop at ISB
4. Received Coaching Certificate from CLI

Other Certifications and Qualifications:

Some of his other certifications include:

- ❖ NLP by Richard Bandler
- ❖ MBTI and FIRO-B
- ❖ Inventory of Leadership Styles from Haygroup
- ❖ Organizational Climate from Haygroup
- ❖ Executive Management Development Program -IIM Calcutta



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- ❖ Personal Excellence Map - E I Learning Systems USA
- ❖ Emotional Skill Assessment Process- EI Learning Systems USA
- ❖ Emotional Social Competence Inventory 360-degree feedback - Haygroup
- ❖ Competency Assessment through Critical Incident Interview - Competency International USA
- ❖ Appreciative Inquiry by David Cooperrider - Case Western University, USA
- ❖ Learning Styles (David Kolb's Learning Styles) - Haygroup
- ❖ Balanced Scorecard from Palladium
- ❖ Learning Styles Inventory
- ❖ SEL certification on Emotional Intelligence

He has delivered talks and presented papers at global conferences and renowned Institutes viz.:

- ❖ A&M University -Texas,
- ❖ ESADE-Spain,
- ❖ University of Barcelona,
- ❖ IIM -A,
- ❖ IIM Lucknow,
- ❖ IIM Indore,
- ❖ IIM Kozhikode
- ❖ IMI, Delhi
- ❖ NMIMS Mumbai,
- ❖ IMT Nagpur,
- ❖ TISS Mumbai,
- ❖ XLRI Jamshedpur and many others,
- ❖ Appreciated several times by Harvard Business School for helping their students
- ❖ Society for Organizational Learning at the Conference held at Vienna
- ❖ HR conferences in the Oil Sector of India
- ❖ World Petroleum Congress, Madrid Spain
- ❖ UPES, Dehradun
- ❖ Welingkar University, Mumbai
- ❖ N S Dalmia, Mumbai amongst many others

Conducted Training Programs for:

- ❖ Large Public Sector Units like SAIL, GAIL, IOCL, THDC, Bridge and Roof, Life Insurance Corporation of India
- ❖ Government like Department of Heavy Industry Government of India, CPWD, Maharashtra Police, Maharashtra Sales Tax
- ❖ Capability Building Bodies like CII, SCOPE, BMA, FICCI, etc.
- ❖ Private Sector Companies like Puraniks, Autobahn Trucking Pvt Ltd, Raptakos
- ❖ Bridge and Roof
- ❖ Life Insurance Corporation of India amongst many others

Faculty Work:

- ❖ Adjunct Professor at Tata Institute of Social Sciences, Mumbai
- ❖ Visiting Professor at NMIMS for several years, Mumbai
- ❖ Visiting Professor at TA Pai Institute of Management, Manipal
- ❖ Guest lectures at several IIMs

Publications:



- ❖ Co-Author of “Fuelling Success” listed at IIM Ahmedabad one of the finest Management Institutes Globally and the best known in India as “an amazing book on change management”
- ❖ Co-Author of “Professional Coaching” used as a curriculum book at Victoria Houston Certificate Course on Coaching.
- ❖ Published as a chapter brought out by a book by IIM Kozhikode
- ❖ Co-Authored an article published in Balanced Scorecard Report (Harvard Publishing)

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- ❖ Was invited to help build an article at Harvard Business School. The article is published as a Harvard Business Case Study
- ❖ Co-Authored with Dean Touro College New York and others- an article on Team Scales in Emerald Journal
- ❖ Author of an article on Systems Thinking “Multiple Truths” in Systems Thinker, USA
- ❖ Author of an article in Reflections (Available in EBSCO)



Speaking at a Seminar on the Invite of Dr. Peter Senge Senior Faculty at MIT Boston and author of the seminal Book “Fifth Discipline”



With Dr. Richard Boyatzis at a Global Conference on Emotional Intelligence. Boyatzis Distinguished Professor at Case Western University and Globally recognised as a Thought Leader



Speaking at the Seminar where Dr. Daniel Goleman the Global Guru on Emotional Intelligence is the major Speaker and is here seen in the first audience row



Receiving the Award on Excellence in Strategy Execution on behalf of Hindustan Petroleum from Dr. Norton Co-Creator of Balanced Scorecard



On a Panel with Dr. Robert Kaplan of Harvard University and Co-Creator the Balanced Scorecard



With Dr. Richard Boyatzis in the EI Leadership Summit



Receiving Recognition from Dr. Daniel Goleman