

Profile

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Dr. RKS Mangesh Dash

Advisor & Co-Founder, TWARAN

www.twaran.com

Address for Correspondence

Room No- 201, Innovative Park- Plot - 76A & 76B,

Sector - 50E, Seawoods, Nerul (W)

Navi Mumbai - 400706

A Teacher By Heart & Researcher By Thoughts

Domain Expertise

Courses I Can Offer:

- Organisational Behaviour
- Human Resources Management
- Organisational Change & Development
- Training & Development
- Competency Based HRM
- Employee Engagement
- Talent Management
- Industrial Relations
- Research Methods
- Recruitment Management
- Performance Management & Counselling
- Strategic Human Resources Management
- International HRM

Training Modules I Can Deliver:

- Behavioural Training
- Leadership Training
- Sales Training
- Human Process Labs
- Theatre Learning
- Life Skills Coaching
- High Impact Leadership
- Training for Trainers
- Instructional Design
- Performance Psychology
- Change Management
- Emotional Intelligence
- Sales Competencies
- Neuro Linguistic Programming
- Law of Attraction
- Appreciative Inquiry
- Transactional Analysis
- Wellness & Stress Management
- Retail Operations
- Executive Coaching
- Facilitation Processes

SYNOPSIS

Experience

- * 23 Years

Worked in the Domain of

- * Management Teaching
- * Training on Leadership & Behavioural Competencies
- * Executive/ Life Skills Coaching
- * Counselling
- * Research

Taught At

- * Ph.D. Level
- * M.Phil Level
- * Post Graduate Level
- * Executive Level Courses
- * Under Graduate Level

Positions Held in B-Schools

- * Director
- * Dean
- * Area Head (OB/HR Area)

Research Guidance

- * Ph.D. Level
- * Research Guidance
- * Dissertation Level

Awards

- * NIPM SB Mishra Gold Medal Award for Excellence in HR
- * Awarded with 2nd Best Research Paper by Indian Society of Training & Development

Certifications

- * Certified Psychometric Assessment
- * Certified Behavioural Analyst through DISC Personal Profile
- * Certified Master NLP Practitioner
- * Certified NLP Coach
- * Certified Hypnotherapist

Qualifications

- * Ph.D. (Occupational Stress) / M. Phil (was the topper) / Masters in Personnel Management & Industrial Relations from Utkal University
- * Diploma in Clinical Counselling from MedVarsity of Apollo Hospitals
- * MBA (HRM)
- * FDP from XLRI/ ERP from MDI, Gurgaon/ SATM from IIT, Kharagpur

Publications

- * Eleven National Publications
- * Fifteen Seminar/Conference Presentations & Publications

Awards & Recognition

- ☉ NIPM Utkal Chapter SB Misra Gold Medal Award For Excellence In HR for 2006
- ☉ Awarded with 2nd Best Research Paper by Indian Society of Training and Development, at the National Conference on "Facilitating Organisational Excellence: The Role of Training & Development" held during April 2010.

Qualifications & Certifications

- ☉ Ph.D. on "A study on Occupational Stress in Service Organisation: with special reference to SBI, Bhubaneswar", from Utkal University
- ☉ M.Phil in Personnel Management & Industrial Relations form Utkal University
- ☉ Masters in Personnel Management & Industrial Relations form Utkal University
- ☉ +3 Science, with Physics Honours, from Utkal University
- ☉ Pursuing D.Litt in "Employee Engagement in Telecom Sector"
- ☉ Certificate Programme on "Psychometric Testing"
- ☉ Diploma in Clinical Counselling from MedVarsity, Apollo Hospitals
- ☉ MBA in HRM from Pondicherry University
- ☉ Certified NLP Master Practitioner from American Board of NLP and European Community of NLP
- ☉ Certified Life Skills Coach from NLP, Goa
- ☉ Certified Behavioural Analysis through DISC Personal Profile by Thomas International
- ☉ Advanced Human Process Labs from ISABS
- ☉ Certified Process Facilitator

Quality Improvement Programmes

- ☉ FDP from XLRI
- ☉ ERP from MDI, Gurgaon
- ☉ SATM from IIT, Kharagpur

Publications

- ☉ Eleven National Publications
- ☉ Fifteen Seminar/Conference Presentations and publications

Experience (About 23 Years)

🕒 1st June 2013 onwards

Advisor & Cofounder TWARAN (www.twaran.com)

- 😊 Knowledge Management
- 😊 Business Development
- 😊 Knowledge Delivery
- 😊 Brand Image

🕒 12st October 2011 to 30th December 2012

Director, PGDM, in DRIEMS Business School, Cuttack

- 😊 **Reporting Authority:** Chairman
- 😊 **Major Responsibilities undertaken during my tenure:**
 - ✳ Responsible for overall management and development of the Institution
 - ✳ Strategic Decision Making
 - ✳ Funds Management
 - ✳ Image Building
 - ✳ Monitoring Academics progresses, Industry-Institution Interaction, Research, Consultancy, Corporate Training, Performance Appraisal

🕒 18th May 2005 to 30th September 2011

Professor (HRM and OB area) in Institute of Management and Information Science, Bhubaneswar

- 😊 **Reporting Authority:** Director General/ Director/ Dean
- 😊 **Major Responsibilities undertaken during my tenure:**
 - ✳ Area Chair - HRM / OB / Business Communication Area
 - ✳ Professor In-charge of IRCIA (International Resource Centre for Integrated Action)
 - ✳ Executive Editor of PRATIBIMBA the journal of IMIS
 - ✳ Professor In-charge of Training and Placement
 - ✳ Coordinator for AICTE Sponsored FDP
 - ✳ Conducted Several Corporate Training Activities and well as MDPs
 - ✳ Offered Papers such as OB-I, OB-II, MPP, T&D, OCD, NHI, IHRM, CM

🕒 1st November 2003 to 16th May 2005

Corporate Consultant and Trainer with TRANSTRACK Consultants, Bhubaneswar

- 😊 **Reporting Authority:** Director
- 😊 **Major Responsibilities undertaken during my tenure:**
 - ✳ Client's Needs Identification
 - ✳ Programme Design
 - ✳ Programme Delivery
 - ✳ Funds Generation
 - ✳ Policy Formulation
 - ✳ Team Acquisition

🕒 **1st July 2000 to 31st October 2003**

General Manager Operations & HRD in Informatics, Bhubaneswar

😊 **Reporting Authority:** Managing Director

😊 **Major Responsibilities undertaken during my tenure:**

- ✳ HR Policies & Functions
- ✳ Work Force Planning
- ✳ HR Interventions (Including OD Interventions)
- ✳ Talent Management & Development
- ✳ Engagement Processes
- ✳ Competency Based Management Practices
- ✳ Employee Bonding Activities
- ✳ Employee Satisfaction Management
- ✳ Transformation Management
- ✳ Training & Development
- ✳ Performance & Potential Management
- ✳ Managing Organisational Culture & Climate
- ✳ Facilitating Common Interest Forums
- ✳ Administering HRIS
- ✳ Recognition
- ✳ Skills Inventory
- ✳ Matrix & Gap Analysis
- ✳ Participatory Culture, Etc.

🕒 **2nd September 1996 to 31st June 2000**

Assistant Professor in HRM in Institute of Management & Information Science, Bhubaneswar

😊 **Reporting Authority:** Director, Dean

😊 **Major Responsibilities undertaken during my tenure:**

- ✳ Worked as DEAN from 2nd September 1996 to 31st August 1998
- ✳ Strategic Decision Making
- ✳ Implementing and Monitoring Academics, Pedagogy, Industry-Institution Interaction, Consultancy
- ✳ Monitoring progresses, Library and Conducting Classes
- ✳ Managing Academic Information Systems
- ✳ Implementing Solution Based Management Systems
- ✳ Implementing and Monitoring Disciplinary Systems
- ✳ Institution Building
- ✳ Professor in charge of Library & Publication from 1st October 1996 to 31st October 1999
- ✳ Professor in charge of Seminar & Workshop from 1st September 1999 to 31st June 2000

🕒 **3rd October 1994 to 31st August 1996**

Manager HRD in Hotel Keshari, Bhubaneswar

😊 **Reporting Authority:** Managing Director

😊 **Major Responsibilities undertaken during my tenure:**

- ✳ HR Functions
- ✳ Work Force Planning
- ✳ Training and Development
- ✳ Performance Management
- ✳ Employee Relations
- ✳ Facilitating Common Interest Forums
- ✳ Administering HRIS
- ✳ Compensation Management

Professional Achievements

- ☉ Chief Whip of the Expert Committee for Skills Gap Analysis (Competency Management Practices) of Hindustan CocaCola Beverages Pvt. Ltd., Khurda
- ☉ HR Expert in the job selection interview of Regional Centre for Development Cooperatives, Bhubaneswar
- ☉ Member of the committee for the development of the HR Policy for Regional Centre for Development Cooperatives, Bhubaneswar
- ☉ Secretary of Social Security Association of India, Orissa Chapter from 2009 onwards
- ☉ Member of Indian Society of Training and Development, Bhubaneswar Chapter during 2012
- ☉ Secretary of NHRDN, Bhubaneswar Chapter during 2009
- ☉ Additional Secretary of National Institute of Personnel Management, Utkal Chapter during 2009
- ☉ Nominated as a Member of the Academic and Professional Excellence Committee for the term 2010-12 of NIPM
- ☉ Nominated as a Member of the Finance Committee for the term 2010-12 of NIPM
- ☉ Executive Editor of PRATIBIMBA, 2007-08
- ☉ Career Columnist with the "Dharitri", 2007-12
- ☉ Columnist with My City Links 2016
- ☉ Secretary of SSAI, Orissa Chapter 2009-11

Consulting Associations

- ☉ Was appointed as Chief Whip of the Expert Committee for Skills Gap Analysis of Hindustan CocaCola Beverages Pvt. Ltd.
- ☉ HR Consultant with VIOM Network for Training Needs assessments, Competency Assortment for Learning Initiatives and Career alignment during 2010
- ☉ HR Consultant with SRIDURGA from 2010 onwards
- ☉ HR Consultant with Khimji from 2011 onwards
- ☉ HR Consultant with SAPLA DRUGS PVT. LTD during 2005
- ☉ Associated as Soft Skills Trainer and HR Process Consultant with Transtrack Aero Services Pvt. Ltd. During 2006
- ☉ Principal Consultant with TQM Consultancy Services Pvt., Ltd., Bhubaneswar, from 1st July 2000 to 30th June 2001
- ☉ Consulting Mentor-Child Development with Rosary Convent, Bhubaneswar, from 2nd April 2000 to 10th May 2001
- ☉ Trainer with Genjovials, Bhubaneswar, from 25th August 2002
- ☉ Trainer and Consultant with Prudential Management Consultants, Bhubaneswar, during 2003
- ☉ Trainer in Voice & Accent (British English) with British Institute, Bhubaneswar during 2004
- ☉ Trainer with Geetup, Bhubaneswar, during 2006
- ☉ Academic Advisor with BRM Institute of Management and Information Technology
- ☉ Academic Advisor with Arya School of Management and Information Technology
- ☉ Resource Person for Curriculum for Soft Skills Development for DDCE Utkal University

Visiting Faculty:

- IIT, Kharagpur
- Xavier's University Bhubaneswar
- Department of Business Management, Utkal University.
- Department of PM & IR, Utkal University.
- Ravenshaw Management Centre, Cuttack
- Jaipuria School of Business, Delhi
- SP Jain School of Management
- Department of Agribusiness Management, Utkal University.
- Institute of Business and Computer Studies (IBCS).
- Regional College of Management (RCM).
- IMIS, Bhubaneswar
- Institute of Cooperative Management (ICM).
- BRM Institute of Management and Information Technology.
- Srusti Academy of Management, Bhubaneswar.
- Global Institute of Management, Bhubaneswar.
- Department of Management Studies, Utkal University, DDCE.
- Pondicherry University, DCE.
- Institute of Chartered and Financial Analyst of India (ICFAI). DLP.
- Institute of Management Technology, Ghaziabad. DLP.
- National Institute of Science and Technology (NIST).
- Silicon Institute of Technology.

Competencies of Training & Consultancy

- Behavioural Training
- Self Development
- Competency Mapping & Balance Scorecard
- Motivational Trainings
- Psychometric Assessments
- Assessment Centre
- HR Interventions (Including OD Interventions)
- Human Process Labs
- Employees Engagement Processes
- Sales and Marketing Skills
- Behavioural Interviewing Skills
- Management of Occupational Stress
- Train the trainer and Accelerated Learning Techniques
- Faculty Development Programmes
- Personality Profiling & Behaviour Improvement
- Health Psychology and Sports Psychology
- Training Need Identification
- Learning Content Writing
- HR Research
- HR Assessment

Clients:

- Kalinga Automobiles Pvt. Ltd.
- Metro Builders (Orissa) Pvt. Ltd.
- Orissa Tourism Development Corporation. (OTDC)
- TQM Consultancy Services Pvt. Ltd
- Institute of Company Secretaries of India
- Gandhi Labour Foundation
- KDS InfoTech
- IMIS, Bhubaneswar
- Prasar Bharti (BCI) Regional Staff Training Institute
- Biju patnayak Police Training Institute
- Regional Centre for Development Cooperatives
- Orissa Power Generation Corporation Limited (OPGC)
- Orissa Power Transmission Corporation Limited (OPTCL)
- Greater Ganjam Gajapati Milk Union (OMFED)
- Santa Memorial Rehabilitation Centre
- Pentagon Pharmaceutical Laboratories
- Keshari Hotels Private Limited
- Indian Management and Technical Society
- Council of Professional & Social Workers.
- Gandhi Institute of Engineering and Technology.
- Orissa Engineering College, Bhubaneswar.
- Krupajal Engineering College.
- National Institute of Science and Technology (NIST)
- Silicon Institute of Technology
- Global Institute of Management
- National Institute of Technical Teachers Training & Research

Clients:

- Hindalco Industries Limited
- GS Caltex
- Ambuja Cements
- Paradeep Phosphates Limited
- Chrystine Valmy
- Mazagon Dock Shipbuilders Limited
- Orissa Mining Corporation Limited (OMC)
- Hindustan Cocacola Beverages Pvt Limited
- JK Papers
- Enterprise Systems Solutions Pvt Ltd
- VIOM Networks
- Commissionerate of Police Bhubaneswar - Cuttack
- State Bank of India. (SBI)
- Allahabad Bank
- Bio Clinica
- Infosys Technologies Ltd
- Axis Bank
- Glocal Hospitals
- Orissa Modernization Development Initiatives
- Gland Pharma Limited
- Sapla Formulations
- Sita Cement
- SRIDURGA
- Khimji
- Department of Posts, Government of India
- Pantaloon Retail India Limited (PRIL)
- Indian Metals and Ferro Alloys. (IMFA)
- Vastech
- National Informatics Centre. (NIC)
- Life Insurance Corporation of India Ltd. (LIC)
- Oriental Insurance Company
- National Institute of Social Defense. (NISD)
- Client of Price Water House Coopers. (PWC)
- Small Industries Services Institute. (SISI)
- National Thermal Power Corporation Ltd
- National Aluminium Corporation Limited

Snippets



