

**Dr ASHISH SINHA, ASSOCIATE PROFESSOR, SCHOOL OF
MANAGEMENT, DOON UNIVERSITY, DEHRADUN-
A PROFILE**

- Alumnus of Institute of Management Studies, Banaras Hindu University, Passout of 2001 MBA Batch of IM-BHU
- Subsequently worked in the corporate sector with DTDC Worldwide Express Limited (Logistics Division).
- Thereafter joined academics and taught till 2010 in various Private Management Institutes.
- Obtained PhD degree in the area of organizational culture and business excellence from Gurukul Kangri University, Haridwar in August 2008 with the exact topic *Organizational Culture and Business Excellence: A case study of BHEL, Haridwar*. This study was based on the Haridwar Unit of Bharat Heavy Electricals Limited, a navratna PSU and hence had the opportunity to be associated with Bharat Heavy Electricals Limited (BHEL) in its movement of business excellence especially with regard to the cultural and behavioral aspects of excellence. The gist of this study was published as a research paper in VIKALPA-Journal of IIM, Ahmedabad considered as the topmost management journal of the country.
- Has been trained at Management Development Institute, Gurgaon in the teaching and training of Organizational Behavior having done a specialized Faculty Development Programme from MDI in this area.
- Received training from Academy of Human Resource Development in the use of HRD & OD instruments and has also gone through Human Process labs of Indian Society of Applied Behavioral Science (ISABS).
- Myers Briggs Type Indicator (MBTI)® certified Personality trainer with license from CPP Asia Pacific.
- STRONG® certified career counselor and Guide with license from CPP Asia Pacific
- AIMA (All India Management Association) Certified Management Trainer.
- Has been conducting various training programmes for organizations such as BHEL, Haridwar, ITBP Academy Mussoorie, ITBP North Frontier HQ, Dehradun, Institute of Technology &

Management, DRDO (Govt. of India), Defence Laboratory, Jodhpur (Govt of India), Gas Turbine Research Establishment, Bengaluru (Govt. of India), Uttarakhand Academy of Administration, Nainital, Entrepreneurship Development Institute, Lucknow (Govt. of Uttar Pradesh), VIVO India, Cello Plastics, Industries Association of Uttarakhand for the last fourteen years. Have Conducted more than 60 management development programmes so far involving around 2000 managers, Government Officers, Scientists and Defence Services Officers.

- Published research papers on Organizational culture, transactional analysis, performance appraisal, emotional intelligence, resonant leadership, etc in reputed journals such as VIKALPA-journal of IIM Ahmedabad, Indian journal of Industrial relations, IPE Journal of Management,, IIM-Kozhikode Proceedings, etc.
- Has been a member of SRF selection committee of IIT Roorkee.
- Six PhDs have been awarded under him so far.
- Has been a member of Academic Council of Institute of Technology Management, Defence Research and Development Organization, Mussoorie.
- Reviewer for IIM Calcutta's Journal *DECISION*, IIM Ahmedabad's Journal *VIKALPA* and XLRI Jamshedpur's Journal-*Management and Labour Studies*.
- Worked with Doon University, Dehradun as Assistant Professor from 2010 till 2022 and thereafter as Associate Professor till date
- Focus areas are organizational behavior & Human resources with special emphasis on ***Organizational culture, Transactional Analysis, Self awareness, Personality Assessment and Development, MBTI, Career testing and counselling, STRONG, Resonant Leadership, Building Leadership skills, Emotional Intelligence, stress management, conflict management, Organizational Health and employee wellbeing, industrial relations, Design Thinking.***