

# Nobin Thomas

## Associate Professor

Indian Institute of Management Indore  
Indore, MP, India 453556  
<https://www.iimidr.ac.in/faculty/full-time-faculty/nobinthomas@iimidr.ac.in>  
Mobile: +91-9589087778

## EDUCATION

- 2009 – 2014** Indian Institute of Management Ahmedabad  
Ph.D. in Management (Fellow Programme – Organizational Behaviour)
- 2007 – 2009** Tata Institute of Social Sciences Mumbai  
Master's degree in Globalization and Labour Studies (Gold Medalist)
- 1998 – 2002** College of Engineering Trivandrum  
Bachelor's degree in Mechanical Engineering

## PEER-REVIEWED JOURNAL PUBLICATIONS (ABDC LISTED)

1. Barhoi, P., Nambudiri, R., & **Thomas, N.** (2024). *Gender-based violence in India and feminist organizing of Women's Court's work for its prevention*. **Gender, Work & Organization**, 1–25. <https://doi.org/10.1111/gwao.13190>. (A in ABDC, 3 in ABS)
2. Jose, J., Chully, A. A., & **Thomas, N.** (2024). *Walking an extra mile: Determinants of organizational citizenship behavior - An exploratory study in faith-based organizations*. **Social Science Quarterly**, 105(3), 800-816. (B in ABDC)
3. Ravisankar, J., Mishra, S. K., Garg, S., **Thomas, N.**, & Kumar, K. K. (2023). *Exploring the drivers and facets of culture in the formative stage of a public-funded R&D organisation*. **IIMB Management Review**, 35(4), 370-381. (B in ABDC)
4. Vohra, N., Sharma, S., & **Thomas, N.** (2022). *Experiencing live action of business: Reflections on an immersive course in entrepreneurship*. **The Journal of Entrepreneurship**, 31(1), 184-219. (C in ABDC)

5. Singh, S., **Thomas, N.**, & Nambudiri, R. (2021). *Knowledge sharing in times of a pandemic: An intergenerational learning approach*. **Knowledge and Process Management**, 28(2), 153-164. (B in ABDC)
6. **Thomas, N.**, Mokale, R. K., & Selvaraj, P. (2021). *(mis)Management of multiple tensions and coexisting conflicting dualities during restructuring: A paradox theory perspective from an emerging economy*. **Journal of Organizational Change Management**, 34(5), 860-873. (B in ABDC)
7. **Thomas, N.** (2021). *Decoding relationships in organizational learning process: Perspectives from an emerging economy*. **Knowledge and Process Management**, 28 (3), 246-253. (B in ABDC)
8. **Thomas, N.** (2020). *Debates around the nature of knowledge transfer: How well do we know about the construct?*. **VINE Journal of Information and Knowledge Management Systems**, 50(3), 409-425. (B in ABDC)
9. **Thomas, N.**, Randolph, A., & Marin, A. (2020). *A network view of entrepreneurial cognition in corporate entrepreneurship contexts: A socially situated approach*. **Management Decision**, 58(7), 1331-1354. (B in ABDC)
10. **Thomas, N.** (2019). Two aspects of knowledge transfer: what every manager should know about using analogy and narrative. **Development and Learning in Organizations: An International Journal**, 33 (1), 12-15. (C in ABDC)
11. **Thomas, N.**, Gupta, S. (2018). *Organizational cynicism – what every manager needs to know*. **Development and Learning in Organizations: An International Journal**, 32(2), 16-19. (C in ABDC)
12. **Thomas, N.** (2017). *Control and autonomy irony in communities of practice: A power-based perspective*. **Journal of Management Development**, 36(4), 466-477. (C in ABDC)
13. Vohra, N., & **Thomas, N.** (2016). *Investigating organizational learning through social network analysis: The case of a consultancy firm in India*. **Thunderbird International Business Review**, 58(6), 587-600. (B in ABDC)
14. **Thomas, N.**, & Vohra, N. (2015). *Development of network measures for knowledge processes: A relational framework*. **Knowledge and Process Management**, 22(2), 126-139. (B in ABDC)
15. **Thomas, N.**, & Vohra, N. (2015). *Three debates in organizational learning: What every manager should know*. **Development and Learning in Organizations: An International Journal**, 29(3), 3-6. (C in ABDC)

## BUSINESS CASES

1. **Thomas, N.** (2025). Where Will Rohan's Networking Lead Him? **Harvard Quick Cases**. Available at Harvard Business Publishing.
2. **Thomas, N., & Swatantra, A.** (2025). Should Eagle Solutions Monitor Side Hustles? **Harvard Quick Cases**. Available at Harvard Business Publishing.
3. **Thomas, N.** (2024). *Social Network Inventory: Diagnostic Tool*. **Ivey Publishing**. Available at Harvard Business Publishing.
4. **Thomas, N., Johnson, I., John, R., & Pathak, M.** (2024). *'Oru Pothichoru/Meal'd': Sustaining Lunch Subscription Business*. **Ivey Publishing**. Available at Harvard Business Publishing.
5. Joseph, J., **Thomas, N., & Goswamy, A.** (2024). Peanut Safe Syringe. **IIM Kozhikode Case Repository**.
6. **Thomas, N., Swatantra, A., & Johnson, I.** (2023). *Camncloud: Hiring impasse in a startup*. **Ivey Publishing**. Available at Harvard Business Publishing.
7. **Thomas, N., Mehrotra, S., Vohra, N., & Sanket, V.** (2022). *Santa Express*. **IIM Ahmedabad**. Available at Harvard Business Publishing.
8. **Thomas, N., Johnson, I., Joseph, J., Narayanan, P., & Nambudiri, A.** (2022). *Conventroad.com: A fashion curation experiment?* **Emerald Emerging Markets Case Studies**.
9. **Thomas, N., & Joseph, J.** (2021). *Aditya – The Solar Shop: Social Entrepreneurship at Crossroads*. **Ivey Publishing**. Available at Harvard Business Publishing.
10. **Thomas, N., & Bhandarkar, R.** (2021). *RSC Founder: A Networker or an Entrepreneur?* **IIM Indore Case Repository**.
11. **Thomas, N.** (2021). *Bidding on the Dream Contract: Does Rahul have a Business Strategy?* **Sage Business Cases**.
12. **Thomas, N.** (2021). *Developing HR Professionals: Request for a Refund*. **Sage Business Cases**.
13. **Thomas, N.** (2020). *Infosys: Phases in Corporate Entrepreneurship*. **Sage Business Cases**.
14. **Thomas, N., Thomas, A., & Johnson, I.** (2019). *ATREE: Social Entrepreneurship in Vembanad*. **Ivey Publishing**. Available at Harvard Business Publishing.
15. **Thomas, N., & Nambudiri, A.** (2018). *Ohmycake.in: Scaling Up by Scaling Back*. **Ivey Publishing**. Available at Harvard Business Publishing.

16. **Thomas, N., & Bhatnagar, D.** (2018). *Managing Change at Queens: People and Technology Issues*. Sage Business Cases.

## CHAPTER IN EDITED BOOK

1. **Thomas, N. & Vohra, N.** (2016). Organizational Learning in Entrepreneurial Family Firms: Comparison of Two-Family Firms Using Social Network Analysis. **Routledge Handbook of Entrepreneurship in Developing Economies**, pp.487-507, 2016.

## ACADEMY OF MANAGEMENT (AOM) 2025 PRESENTATIONS

1. "To reciprocate or not? The role of social network tie type on workplace incivility response" (co-authored)
2. "Women's Self-Help Groups in India: Neglected Histories, Marginalized Narratives, and Reimagination" (co-authored)

## SELECT CONFERENCE PAPER PROCEEDINGS (PEER-REVIEWED)

1. "Self-help Groups in India: Liberalist Interventions and the Fantasy of Change- A Žižekian Critique", (with M. Pathak and R. Nambudiri), Academy of Management Proceedings, 2022.
2. "Learning Networks in Organizations: A Consultant's Eye view", Academy of Management Proceedings, 2019.
3. "Case of Emerging Tensions and Struggles in Managing Sustainable Innovations: Learnings from India", Academy of Management Global Proceedings, 2019.
4. "Linking Self-Concept, Responsible Leadership, And Network Characteristics: A Conceptual Model" (with M. Yadav and R. Mokale), Academy of Management Global Proceedings, 2019.

## TEACHING AND CURRICULUM DEVELOPMENT

### 1. **Organizational Behaviour (MBA Core Course)**

- Delivered the core course in Organizational Behaviour-II for MBA students across two sections from 2014-15 to date (except AY 2022-23 – on leave).
- Coordinated the course multiple years, implementing changes based on student feedback to ensure continuous improvement in learning outcomes.
- Facilitated experiential learning exercises for approximately 600 students.
- Developed the peer evaluation questionnaire along with co-instructors that is currently being used in the accreditation process.

### 2. **Managing Social Networks (MBA Elective Course)**

- Designed and taught a new MBA elective course, *Managing Social Networks*.
- Consistently subscribed by MBA second-year students every year for its innovative approach and practical utility.

### 3. **Organizational Theory (PhD and Executive PhD Core Course)**

- Redesigned and taught the *Organizational Theory* course for PhD and Executive PhD students.

### 4. **Social Network Analysis (MBA-HRM Workshop)**

- Designed and delivered a workshop on *Social Network Analysis* for MBA-HRM students.

### 5. **Learning and Development (MBA - HRM Core Course)**

- Designed and taught a new core course on *Learning and Development* for students in MBA (Human Resource Management).

### 6. **Organizational Design (Executive MBA Core Course)**

- Redesigned and taught the *Organizational Design* core course for Executive MBA students.

7. **Social Networks in Organizations (Executive MBA Elective Course)**
  - Designed and taught the elective course *Social Networks in Organizations* for Executive MBA students, introducing them to advanced concepts of social networks at various levels in organizations.
  
8. **Leadership Workshop (Coordinator and Mentor)**
  - Served as coordinator and mentor for leadership workshops, guiding first and second-year MBA students in developing leadership skills.
  
9. **Social Network Analysis (PhD and Executive PhD Elective Course)**
  - Developed and taught the *Social Network Analysis* elective course for PhD and Executive PhD students, providing an in-depth understanding of network theory, data collection, and analytical techniques.
  
10. **Introduction to Case Method of Teaching (MBA)**
  - Served as part of this teaching group for several years, conducting sessions for first-year MBA students to introduce them to the fundamentals of the case method of teaching and learning.

## INTERNATIONAL TEACHING EXPERIENCE

### Visiting Assistant Professor, Gettysburg College, PA, USA (2022-2023)

- Courses taught: Organizational Behaviour and Research Methods
  - **Research Methods (Undergraduate Course)**
    - Designed and delivered an undergraduate core course on *Research Methods*, equipping students with a strong foundation in research design, data collection, and data analysis techniques.
  
  - **Organizational Behaviour (Undergraduate Course)**
    - Designed and delivered a foundational course on *Organizational Behaviour*, focusing on key concepts in individual, group, and organizational dynamics.

## TEACHING IN ONLINE PROGRAMMES

1. Virtual Learning Programme for Executives (VLPE): Executive Post Graduate Certificate Programme in Management (EPGCPM)
  - *Course Taught:*
    - Organizational Behaviour
2. Advanced Human Resource Management Programme for HR Leaders (AHRMPHRL)
  - *Courses Taught:*
    - Power and Politics
    - Organizational Development and Change
3. Certificate Programme in Project Management (CPPM)
  - *Sessions Taught:*
    - Organizational Culture in Project Management
    - Collaboration and Competition in Project Teams
4. Certificate Programme in Leadership and Change Management (CPLCM)
  - *Courses Taught:*
    - Building High Performance Teams
    - Leading Across Teams
    - Leadership Frameworks
5. Executive Certificate Programme in Strategy & Leadership for Senior Professionals
  - *Courses Taught:*
    - Organizational Design
6. Certificate Program in People Analytics and Digital HR (PADHR)
  - *Sessions Taught:*
    - Getting Ready for the Workplace of the Future
7. Advanced Management Programme for Corporate Leaders
  - *Course Taught:*
    - Perspectives on Group Dimensions

## INTERNAL SERVICE CONTRIBUTIONS

1. **Chairperson/Co-Chair** of the MBA Programme in Human Resource Management (HRM) at IIM Indore (2019-2021)
2. **Co-Chair** of Hostel and Student Affairs Executive Committee at IIM Indore (2017-2019)
3. **Executive Committee Member** of the Doctoral and Executive Doctoral Programme in Management (2021-2022)
4. **Executive Committee Member** of the MBA Programme in Human Resource Management (2021-2022)
5. Organised the First HR Conclave - IIMI-NENCE at IIM Indore (16-17 January 2021)
6. **Executive Committee Member** (ex-officio) of Admissions at IIM Indore (2019-2021)
7. **Executive Committee Member** (ex-officio) of Placement at IIM Indore (2019-2021)
8. **Executive Committee Member** (ex-officio) of the MBA Programme at IIM Indore (2019-2021)
9. **Executive Committee Member** (ex-officio) of the Executive Post Graduate Programme in Management (EPGP) (2017-2019)
10. **Executive Committee Member** (ex-officio) of the MBA Programme (2017-2019)
11. **Executive Committee Member** (ex-officio) of the Integrated Programme in Management (IPM) (2017-2019)
12. **Executive Committee Member** (ex-officio) of the Post Graduate Programme in Management-Mumbai (2017-2019)
13. **Executive Committee Member** (ex-officio) of Placement at IIM Indore (2017-2019)
14. **Executive Committee Member** (ex-officio) of Stores and Purchase at IIM Indore (2017-2019)
15. **Member** of the Committee set up by the Director for reviewing MBA in Human Resource Management (2020)
16. **Member** of the Executive Doctoral Programme Review Committee set up by the Director (2017)

17. **PhD Committee Member** (Thesis Advisory Committee Member) - Poonam Barhoi, Manan Pathak, Rajesh Mokale, Manoj Kumar Yadav, Sanlap Acharya, Rajesh Manohar Bhandarkar, Sanjay Rajpal, Ravisankar J, Vinayan J, Roopak Kumar Gupta.
18. **PhD Examination Committee Member** (Thesis Examination Committee Member) - Rajesh NVC, Anupama Sharma, Swati Ghulyani, Yusuf Hassan, Santosh Kumar Tiwari.
19. **PhD Comprehensive Examination Committee Chairperson** - Deepali Mam, Poonam Barhoi, Swati Ghulyani.
20. **PhD Comprehensive Examination Committee Member** - Mudit Shukla, Akhila Velandi, Parag Katre, Rajesh Manohar Bhandarkar, Roshni Das.
21. **Member** of the AACSB Accreditation AOL Committee for MBA (2016-2022)
22. **Member** of the AACSB Accreditation AOL Committee for MBA-HRM (2018-2022)
23. **Member** of Interview Board for Recruitment of Academic Associates
24. **Member** of the Interview Panel for Selection of MBA, MBA-HRM, IPM, EMBA, PGPMX, MSDSM, DPM, and EDPM candidates
25. **Course Coordinator** for Organizational Behaviour-II Core Course (2016, 2020, 2023)
26. **Course Coordinator** for Leadership Workshop Core Course (2023)
27. **Programme Coordinator** for General Management Programme for Executives (GMPE) (2016-2017)

## CONSULTING ASSIGNMENTS

1. National Institute of Securities Management (NISM): “Assessing the staffing model and KRAs for NISM”
2. TransDelta International Industries LLC, Dubai: “Strategic Optimization of Operational and Workforce Efficiency”
3. Kerala Super League (KSL): “Redesigning the Organization for Workforce Efficiency”

## EXECUTIVE EDUCATION CONTRIBUTIONS

### 1. Executive Teaching

- Delivered executive education sessions on topics that include *Team Building, Leadership Development, Social Network Analysis, Change Management, Creativity and Innovation, Conflict Management, Building High Performance Teams, Goal Setting, Negotiations, Leadership Theories, Motivating employees, Collaboration and Competition, Leadership Styles, Managing Networks in Organizations, Organizational Transformation, Lateral Thinking, Transformational Leadership, Innovative Thinking Culture, Team Decision Making and Organizational Culture.*

### 2. Program Coordinator for Executive Development Programs

- Successfully coordinated *Management Development Programs* for esteemed organizations that include Indian Oil Corporation Limited (IOCL), Central Warehousing Corporation (CWC), Mazagon Dock Shipbuilders Limited (MDL), Canara Bank, National Informatics Centre (NIC), CG Power and Industrial Solutions Ltd, Coal India Ltd, Bharti Airtel Ltd, Power Grid Corporation of India Ltd.

### 3. Programme Coordinator for the Certificate Programme in Leadership and Change Management (CPLCM)

- Designed and implemented the curriculum for the inaugural CPLCM batch, with a strong focus on current leadership challenges and change management trends in contemporary business environments.
- Integrated various modules covering Leadership Frameworks, Building High Performance Teams, and Organizational Transformation, among others.
- Directed the first batch along with a colleague in the OB&HRM area, with the programme receiving strong positive feedback from participants for its relevance, practical orientation, and impact on their leadership capabilities.

### 4. Trainer and Faculty in Executive Education Programs

- Conducted executive training sessions for organizations, including Oil and Natural Gas Corporation (ONGC), Indian Army, Defence Research and Development Organisation (DRDO), Border Security Force (BSF), Life Insurance Corporation of India (LIC), Larsen & Toubro Limited (L&T), Institute of Chartered Accountants of India (ICAI), Indian Oil Corporation

Limited (IOCL), Central Warehousing Corporation (CWC), State Bank of India (SBI), Central Bank of India, Mazagon Dock Shipbuilders Limited, Aditya Birla Fashion and Retail Limited, Canara Bank, Bharat Petroleum Corporation Limited (BPCL), Indian Railways Institute of Signal Engineering and Telecommunications, Hindustan Petroleum Corporation Limited (HPCL), TATA AIA Life Insurance Company Limited, Madhya Pradesh Police, Star Union Daiichi Life Insurance, Coal India Ltd, National Thermal Power Corporation Limited (NTPC), Bharat Electronics Limited (BEL), Corporation Bank, ICICI Prudential Life Insurance Company Limited, ACC ACL Leadership Academy, Kendriya Vidyalaya Sangathan, Madhya Pradesh Skill Development Project, Malaviya Mission Teacher Training Programme (MMTTP), CG Power and Industrial Solutions Limited, Power Grid Corporation of India Ltd., Union Bank of India, TATA Motors Limited, Cholamandalam MS General Insurance, Institute of Mass Communication, Rakuten Group, Inc., R1 RCM Inc., Madhya Pradesh Building Development Corporation, MetLife Global Operations Support Center Private Limited, Zydus Lifesciences Limited, General Mills, Inc., Bharti Airtel Ltd., Bharti Airtel Ltd, NTPC Sail Power Company Ltd., TATA Power Delhi Distribution Limited, Kanerika Software Private Limited, IndianOil-Adani Gas Private Limited, Mahindra & Mahindra Financial Services Limited, UCO Bank, National Institute of Communication Finance, Mahanadi Coalfields Ltd., THDC India Ltd., M.P. State Agriculture Marketing Board, Rashtriya Ispat Nigam Limited, Department of Technical Education, Skill Development and Employment, Government of Madhya Pradesh, Satluj Jal Vidyut Nigam Limited, Edelweiss Tokyo Life Insurance Company Limited, Government Women Engineering College Ajmer, Ambuja Cements Limited, ACC - ACL Leadership Academy, NSPCL( NTPC-SAIL Power Company Limited), NHPC Ltd., Star Union Dai ichi Life Insurance Company Limited, and India Study Programme for International School of Management, Germany.

## **SELECTED PRESENTATIONS/ACCEPTANCE FOR CONFERENCE PRESENTATION**

1. **“Gender-Based Violence in India and Feminist Organizing of Women's Court's Work for Its Prevention”**(with P. Barhoi and R. Namburidi).  
*Paper presented at the Academy of Management Annual Meeting, Critical Management Studies (CMS) Division, Boston, USA, 2023.*

2. **“A Žižekian Critique of the Poverty Alleviation Programme of Organizing the Poor into Self-Help Groups in India: Traversing the Thin Line of Fantasy between ‘Organizational Wrongdoing’ and Being a ‘Force for Good’”** (with M. Pathak & R. Nambudiri).  
*Paper presented at the British Academy of Management Conference, Manchester, UK, 2022.*
3. **“Invisible Inequalities in Higher Education: Exploring with the Lens of Power, Status, and Social Capital”** (with P. Barhoi).  
*Paper presented at the Professional Development Workshop (PDW) of the Academy of Management Learning and Education (AMLE), 2022.*
4. **“Self-Help Groups in India: Organizing at the Crossroads of Capitalism, Patriarchy, and Colonialism”**(with M. Pathak & R. Nambudiri).  
*Paper presented at the Gender, Work and Organization Conference, Bogota, Colombia, 2022.*
5. **“Invisible Inequalities in Organizations: Manifestations in Individual and Group Work Behaviours”** (with P. Barhoi).  
*Paper accepted for presentation at the 38th European Group of Organization Studies (EGOS) Colloquium, Vienna, Austria, 2022.*
6. **“Hybrid Workplaces: The Future is Here”**.  
*Panel Member for ‘IMINENCE - HR Conclave 2021’ organized by IIM Indore, India, 2021.*
7. **“Preparing HR Professionals for the Future – The Imperatives”**.  
*Panel Member for Online HR Conclave organized by IIM Indore and People Consulting, India, 2020.*
8. **“Secrets of Great Teamwork”**.  
*Invited Speaker at the National Online Webinar Series Expert Voices, India, 2020.*
9. **“Managerial Skills for a Dynamic Work Environment”**.  
*Invited Speaker at the National Online Webinar hosted by IQAC of NIMIT, India, 2020.*
10. **“Articulating Strategic Competencies for Higher Education Institutions Towards the Post-COVID Scenario”**.  
*Panel Member for the Online National Conclave hosted by NIMIT, Kochi, India, 2020.*
11. **“Learning Networks in Organizations: A Consultant’s Eye View”**.  
*Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, USA, 2019.*
12. **“Managing Change in Turbulent Times”**.  
*Keynote Speaker at the International Conference, CIM, Lavasa, India, 2018.*
13. **“An Accidental Internationalization: How it Failed a Global Firm and Gained an Emerging Market Firm”**.  
*Paper presented at the JAMS Conference, Indian School of Business, Hyderabad, India, 2018.*

14. **“Managing Sustainable Work: An Appreciative Inquiry Approach”**.  
*Paper accepted for presentation at the ANZAM 2018/32nd ANZAM Conference, Auckland, New Zealand, 2018.*
15. **“Moral Struggles, Paradoxes, and Governance in Organizations: (mis)Management of Underlying Tensions”** (with R. Mokale and V. Kuriakose).  
*Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, 2018.*
16. **“Investigating New Management Initiatives (NMIs) in a Textile SME: Case of Emerging Tensions and Struggles in Implementation and Operation”**.  
*Paper presented at the 31st Annual Australian and New Zealand Academy of Management (ANZAM) Conference, RMIT University, Melbourne, Australia, 2017.*
17. **“Does Experiential Learning Lead to Improvement in Interaction Patterns? A Social Network Study”** (with R. Varghese).  
*Paper presented at the Fourth PAN IIM World Management Conference, IIM Ahmedabad, India, 2016.*
18. **“Networks for Innovation Development of Small and Medium-Sized Family Firms: Role of Family and Non-Family Members”**.  
*Paper presented at the European Group of Organization Studies (EGOS) Conference, Naples, Italy, 2016.*
19. **Invited Speaker** for Mid-Career Training Programme for Group “A” Officers of Customs & Central Excise.  
*Jaipurya Institute of Management, Indore, India, 2016.*
20. **“Transforming Organizations”**.  
*Keynote Speaker at Learning & Development Week, organized by Idea Cellular, Indore, India, 2015.*

## **SCHOLARLY SERVICE (EXTERNAL)**

- **Session Chair** for "Advancing Leadership Theory"
  - Sixth Biennial Conference of the Indian Academy of Management (INDAM), IIM Trichy, 2020
- **Session Chair** for "Well-being and Positive Psychology"
  - Sixth Biennial Conference of the Indian Academy of Management (INDAM), IIM Trichy, 2020
- **PhD Examination Committee External Member**
  - Rahul Sukumaran, IIM Trichy (2020)

- **Session Chair** for "Stress and Happiness"
  - Fifth Biennial Indian Academy of Management Conference (INDAM), IIM Indore, 2017
- **Session Chair** for OB & HRM: Track 6
  - Conference on Excellence in Research and Education (CERE), IIM Indore, 2016
- **Track Chair** for 3rd PAN-IIM World Management Conference at IIM Indore, 2015
- **Reviewer** for India Management Research Conference: IIM Ahmedabad (IMRC 2025)

## BOARD/ADVISORY COUNCIL MEMBERSHIPS

1. **Governing Board Member**, Paul George Global School, New Delhi (2017 – Present)
2. **Advisory Council Member**, FISAT Business School, Kochi (2021 – Present)
3. **Governing Board Member**, Naipunnya Institute of Management and Information Technology (NIMIT), Kochi (2020 – Present)

## PROFESSIONAL DEVELOPMENT

- Global Colloquium on Participant-Centred Learning at Harvard Business School, 2017-18
- LINKS Center Summer Workshop (Social Network Analysis) at the University of Kentucky, Lexington, USA, 2017.

## PROFESSIONAL EXPERIENCE

- Global Intern, United Nations Head Quarters, New York (Jan – Mar 2009)
- Probationary Officer, Federal Bank Ltd, India (Jan 2007- Aug 2007)

- Faculty, Rajagiri School of Engineering and Technology, Kochi, Kerala (Oct 2002-Jan 2007)

## **DISTINCTIONS AND AWARDS**

- 1. Institute Gold Medal for Best Student and Best Research Project (2009)**
  - Awarded the *Institute Gold Medal* for being the Best Student in GL for two consecutive years during the master's programme at the Tata Institute of Social Sciences (TISS), Mumbai.
  - Also received the *Gold Medal for Best Research Project* in GL, acknowledging the outstanding quality and impact of the research.
- 2. Global Intern at the United Nations Headquarters, New York (2009)**
  - Selected to represent India as a *Global Intern* at the United Nations Headquarters, New York, under the UN Internship Programme.
  - Worked with UNDEF that was created by UN Secretary-General Kofi A. Annan in 2005 as a United Nations General Trust Fund to support democratization efforts around the world.
  - Gained invaluable exposure to global policy-making processes, participated in high-level meetings, and contributed to projects aimed at sustainable development and social justice.
- 3. Best Poster Award at the Second PAN IIM World Management Conference (2014)**
  - Honoured with the *Best Poster Award* at the Second PAN IIM World Management Conference, organized by IIM Kozhikode.
- 4. Best Faculty Award for Overall Excellence (2004)**
  - Conferred the *Best Faculty Award* for overall excellence at Rajagiri School of Engineering & Technology, Kochi.
  - Acknowledgement of exceptional performance in teaching and service, highlighting a strong commitment to academic excellence and student development.