

PROF. GOPAL P MAHAPATRA

CAREER SUMMARY

Prof. Gopal Mahapatra brings over three and a half decades of rich and varied experience traversing corporate, consulting, and academic domains. He has held senior management roles leading the HR, Management Services, Corporate Communication, Talent Development & OD Departments, working with MNCs and large private and public sector organizations. In his corporate and consulting career, he has institutionalized multiple processes and built-in focus for vision, culture, talent, values, and growth for many of these organizations.

During his corporate and consulting career, along with his crucial role in business, Prof. Mahapatra has retained his commitment to academic involvement by taking up teaching engagements in top business schools and professional bodies, including the IIMs, and conducting courses in the areas of Leadership, Talent Management, TQM, Mentoring and Coaching, Change Management, Performance Management, Assessment Development Centers, and Strategic HR.

Since August 2018, working as a Professor of Practice, OB & HRM at IIM Bangalore, he has been teaching courses on Leadership in Digital Era, Managing People and Performance in Organizations, Managing Career Success and Transitions, Executive Coaching and Mentoring for full-time and part-time MBA students and executives, in addition to conducting various Leadership, Career Success and Change Management related MDP sessions. He was also the Chairperson of PGPEM, a weekend MBA course supporting working professionals aspiring to enhance their competencies and readiness for the future.

Active in the functioning of many not-for-profit organizations and academic bodies, he has served as President of the National HRD Network, Bangalore, Academic Council Member of KIIT SOM, PDEU, XIM Univ SHRM, Chinmaya Viswa Vidyapeeth and leading B-schools, Trustee of Gomasu Development Foundation, Adviser to a social entrepreneurial start-up, Founding Associate Editor of *South Asian Journal of Human Resources Management* published by Sage since 2013, and now Sage *NHRDN Journal* and a Springer invited Editor book (under publication) of business cases in OB &HRM.

Prof. Mahapatra is widely acknowledged in business and academic forums as an HR Thought Leader, Leadership Coach, and a successful Organizational Transformation Practitioner passionate about building institutions and establishing systems to enhance performance, bringing about system efficacies.

ACADEMIC BACKGROUND

A. Fellow (Doctoral) Programme in Management, Indian Institute of Management Bangalore, India, 1982-1986 (Degree awarded in 1990 Convocation)

He studied ‘Personnel Policies and Practices and its Impact on IR-A Study of Flying Crew in Air India & Indian Airlines.’

B. Post Graduate Diploma in Personnel Management & IR, Xavier Institute of Social Service (XISS), Ranchi, 1980-1982

C. He was involved in various activities and societies such as NIPM, Student Member Loyola Training Centre, and Adult Education. He did his summer internship at L&T and in-plant training at SAIL R&D Centre, Ranchi. *He was awarded the Distinguished Alumni Award in 2011 by XISS.*

D. BA (English Literature, Political Science), Utkal University, 1978-1980

PROFESSIONAL EXPERIENCE HIGHLIGHTS

A. August 2018 - till date; Professor of Practice (OB & HRM), IIM Bangalore

As a Professor of Practice in the OB & HRM area, he has been working at IIMB since 2018. He teaches MBA students and Executives in OB and HRM, including Leadership in Digital Era, Managing People and Performance, Managing Career Success and Transitions, Executive Coaching, and Mentoring. In addition, he pursues research on topics related to Leadership, Career Management, writing cases, and practice-based articles. He was also the Chairperson of PGPEM (Weekend MBA), supporting working professionals pursuing MBA to enhance their competencies and readiness for the future.

B. June 2016 - August 2018; Professor of Practice (OB & HRM), IIM Indore

As a Professor of Practice in the OB & HRM Area, he taught full-time PGP students and weekend working executives OB II courses. He designed and delivered three new PGP II electives: ‘Managing Self and Career’” ‘Workshop on Accelerating Career Transition to Success’, and ‘Exploring Competencies in Effective Leadership’ (*jointly with another OB faculty*). He took sessions in MDPs/In-Company Programmes on Leadership, Mentoring and Coaching, Managing Self and others, Career Success Plan, Emotional Intelligence, Leader as a Change Agent, Performance Dialogue, Giving and Receiving Feedback for both private, public sector and government officers, senior Military and BSF senior officers and faculty members. He was the Chairman of the PGPMX Course Review Committee and a member of the ‘Committee on Future Directions of IIM Indore’ set up by the Director.

C. June 2014 - June 2016; Chief Learning Officer, RPG Enterprises, Mumbai

As Chief Learning Officer and VP (Group HR) at RPG Enterprises, Mumbai, he was leading interventions to accelerate Talent Development and Culture transformation at RPG Enterprises, a Rs. 20,000-crore conglomerate with multiple units and locations at the Group level (consisting of CEAT, KEC, Zensar, Raychem, Harrison Malayalam and RPG Life Sciences). He worked closely with the Company CEOs, CHROs, and business leaders in L&OD processes and took the support of global and Indian consulting firms and B-schools; the Corporate Executive Board, Hay Group, Great Places to Work; ISB Hyderabad, IIMA, and other consulting organizations for major OD Initiatives, Leadership Development and Capability Building.

D. November 2004 - June 2014; Senior Director - HR (Orgn. & Talent Dev.), Oracle India, Bangalore

As the leader and Senior Director of Organization & Talent Development (HR), he was part of the Oracle Global OTD Head's extended leadership team facilitating growth through the talent pipeline. He led the Organization & Talent Development initiatives and supported around 40 Lines of Business, e.g., Product Development, USA, Europe, and India Consulting, Global Finance Info Centre, Customer Support Organization, and various Global Business Units, e.g., Communications, Retail, Health Sciences and the like for Oracle India's 20,000 employees base spread across India. He led a team of 8-9 senior Orgn. & Talent Development Consultants, who partnered closely globally and locally with Business & HR leaders. The team was actively involved in the Post-Merger Integration of more than 60 companies, including Sun, Siebel, PeopleSoft, and JD Edwards. He led several critical OD interventions and leadership development programs. He partnered with IIMB, NMIMS, and leading B-Schools and large Consulting companies, sponsoring several EGMP batches at IIMB exclusively for Oracle middle and senior managers.

E. May 2007 - June 2009; President, National HRD Network, Bangalore

It comprises over 10,000 HR professionals, including 1200-plus professional members in Bangalore. It enhances the profession's standards by conducting international, national, and local conferences and programs on contemporary themes and publishing books and journals. During his tenure, there was a focus on enhancing diversity, including women's participation, workshops on women leadership, enhanced participation of youth, students, public sectors, and non-IT, as well as programs for capability building for HR professionals, e.g., PHPD with rich contributions by senior HR professionals in Advisory Committees and programs too.

F. October 2001 - October 2004; Managing Director, T V Rao Learning Systems (TVRLS), Bangalore

Reported to Dr. T V Rao, Board Member IIMA & Ex-Prof IIMA, the Chairman of TVRLS, an OB & HRD thought leader. He accelerated the young Strategic HR Consulting organization, set up branches, built teams of consultants, and expanded through a newer and diverse range of products and services for MNCs, PSUs, Indian Companies, and NGOs. He anchored major OD and Leadership Development programs, competency mapping, and development in large corporates groups; Tata Group, Titan, Aditya Birla Group, ONGC, NTPC, BEL, AstraZeneca, and Nestle, including 360 Degree Coaching for more than 1200 senior executives. He and Prof TV Rao conducted a series of Competency Mapping, Mentoring, HRD Instruments, Psychometrics, and other leadership capability-building workshops nationwide for line and HR managers, including organizing Performance Management, 360 Degree Feedback, and Assessment Centre Workshops.

G. August 1996 - September 2001; GM - Corporate HR, BPL Ltd. (A Sanyo Company in India), Bangalore

As GM – Corporate HR, he reported to the Director - Chairman's Office. His role involved helping the top management transform BPL, build the group, enable culture change, and drive Strategic HRM through effective Human Capital Management. He led the HR team at the corporate office and provided HR value addition to business by effective coordination with various Business, Functional, and Unit Heads. He actively supported the group management's transformation/change management agenda. He built and strengthened the talent pipeline in BPL by strengthening Performance management systems, Management Trainees and Executive Trainee schemes, assessment and development centres, comprehensive sales and customer service, and technical, functional, and management development programs. He also partnered with IIMB for leadership development programs and other B Schools for post-assessment centres related development activities.

H. November 1994 - August 1996; Head - HR, MS & Corporate Commn., Gujarat Gas, Ahmedabad

He reported to the Managing Director. His role involved him as a functional leader and member of the senior management team (SMT), facilitating the creation of vision and mission leading to strategic business plans of the company, HR strategies, policies and practices, and communication plans with the active involvement of the top management and joint venture partners. He helped formulate Corporate Vision, Strategies, Brand and

Identity Management, and Communication plans with the active involvement of SMT and units. He was involved in JV with BPCL and was a Board member of Gujarat Gas Financial Services, a subsidiary of Gujarat Gas.

I. July 1991 - November 1994; Corporate HRD Manager, INDAL (Alcan India), Calcutta

He reported to the VP & Head – HR. His role was primarily to facilitate HRD movement in the company, emphasizing executives and managers. As Corporate HRD Manager, he focused on creating and enriching HRD systems and processes, including Performance Management Systems, career planning and succession planning, and OD initiatives like TQM and Employee Satisfaction Surveys. Played a significant role in the TQM movement in INDAL through cross-functional projects in the corporate office, developing senior managers of corporate and units through ‘Train the Trainer’ jointly designed, developed, and delivered through a senior colleague. Partnered for Leadership Development with XLRI, IMI, MDI (NMP), IIM Calcutta, IIMB (MPT & for other Progs), HBS for AMP, and IIFT for International Marketing. Was in charge of organizing and facilitating Employee Satisfaction Surveys in corporate & various units, including translation into local languages and post-survey action plans. He was responsible for onboarding new executives and MDP of existing/executives/managers at all levels.

J. June 1988 - June 1991, Associate Professor (HRM), Xavier Institute of Management, Bhubaneswar (XIMB)

He reported to the Dean of XIMB and was the institute's core HRM faculty member in the early years. He played an active role in institution building at XIMB in the early years, including inviting doctoral friends as colleagues and jointly evolving the professional ethos. He offered HRM, Performance Management, Organizational Change, and Development courses. He was a faculty for training of several batches of IAS & ‘Group A’ officers of Govt. He co-led a consulting assignment on the restructuring of a PSU in Orissa. He also conducted several MDPs and in-company programs on HR, Performance Management, Managerial Effectiveness, Time Management, and Industrial Relations. He was Adviser to Staff Selection Commission, Eastern Region.

K. July 1986 - April 1988, Personnel Officer, Bharat Electronics Ltd., Bangalore

He reported to the Head of HR as a Personnel Officer, Corporate Office. His role involved assisting the GM in formulating and implementing HR policies and a few critical initiatives. He was a member of the In-House Change management team in Organization Restructuring with the help of consultants. He was a member of the BEL team representing

the Co-ordination Committee of Unionised Industries (BEL, HAL, HMT, ITI & BEML) CCUI. He supported the broad banding and fast track career policy for executives and was the Coordinator of Quality Circles at the corporate office.

PROFESSIONAL LEADERSHIP, ACADEMIC CONTRIBUTIONS, COMMUNITY WORK AND PRESENTATIONS

Professional Certifications & Important Programmes attended:

- Positive Psychology and Resilience from the University of Pennsylvania (May-Jun 2020)
- Business Simulation by Harvard Business School Publishing & SPJIMS, Oct 2017
- Associate Certified Coach (ACC) by International Coach Federation (ICF)
- Founding Board Certified Coach (BCC), by Center for Credentialing & Examinations (CCE), USA, for five years
- Executive Coaching by Prof Marshall Goldsmith at ISB Hyderabad
- Certified Executive Coach by Erickson Coaching
- Certified Executive Coach by Results Coaching, David Rock
- ICF International Coaching Conference, Texas, USA
- Social Entrepreneurship Workshop, Stern School of Business, NY, USA
- Top Management Programme by CII on Total Quality Control, JUSE, Tokyo
- 360 Degree Feedback Coaching Certification by PDI, APAC, Sydney
- Results Coaching Systems by NeuroLeadership Institute
- MBTI Certification by APT, USA, facilitated by Dr. Linda Kirby, USA
- Leading Organizational Change by Pritchet, USA
- Appreciative Inquiry by AHRD, Ahmedabad
- Future Search by Marvin & Sandra Weisboard, founders of Future Search
- Harrison Assessments by Dr. Harrison, Harrison International
- Assessors Training by Mercer and TVRLS
- Experiential Learning by ISISD (Prof Pulin Garg & Prof. Indira Parikh Ex-IIMA)
- Basic & Advanced NLP Certification by Dr. Dick Hugh & Dr (Sr.) Cynthia Gonsalves
- Psychometric Testing by Dr. Udai Pareek & Dr. TV Rao, TVRLS
- TQM TTT, Facilitators and Team Leaders Programme by Eicher Consultancy Services
- ADC Assessors Training Programme by Mercer
- CII Business Excellence & HR Excellence Certification
- TQC Seminar for Top Management by Union of Japanese Scientists and Engineers (JUSE)
- Strategic HR for Transforming Organizations, London School of Business, London

Professional Bodies Membership:

- Life Member and Past President of the National HRD Network, Bangalore

- Life Member, National Institute of Personnel Management & Ex-Advisory Board Member NIPM-K
- Life Member, Indian Society of Labour Economics
- Academic Council Member, KIIT School of Management (KSOM), Bhubaneswar
- Academic Council Board Member at PDEU
- Member College Advisory Committee - RBI, RBSC
- Ex-Honorary Secretary & Executive Committee member, National HRD Network, Calcutta
- eX-Strategic Advisory Board Member, Xavier School Of Human Resource Management
- Academic Council Member (EX-), Chinmaya Vishwavidyapeeth
- Advisory Board Member, R.V. Institute of Management
- Associate Editor, Sage & NHRD Network Journal
- Associate Editor (EX), South Asian Journal of HRM by Sage (an ABDC journal)
- Board Trustee, Gomasu Development Foundation
- Honorary Advisor, ibedo
- Academic Advisory Committee Member, MICA - The School of Ideas

Professional Association(s)/Community Building Activities:

- Invited by Springer as Sub-Editor for IBCS on ‘Organisational Development and Strategy Management’
- President, National HRD Network, Bangalore from May 2007-June 2009, with a membership of 1200+ professionals
- Has been a Member of the Strategic Advisory Board, Xavier University, School of HRM
- Has been a Member of the Advisory Board/ Academic Council of the RV Institute of Management (continuing), PES Institute of Management, and Indus Business Academy
- Advisory Board Member, Bangalore University, DMS in Department of Science and Tech, Govt. of India project on Industry-Academia Interaction
- Advisory Board, Staff Selection Commission, Govt. of India, Eastern Region 1988-91
- Jointly directed for NHRD Bangalore a Faculty Development Program in HRD for Bangalore University affiliated B-school faculty members
- Conducted a Visioning/Orientation Workshop in June 2014 and Review Workshop in 2015 with Prof. TV Rao for the Vice-Chancellor, Deans, and Faculty members of newly formed Xavier University, Bhubaneswar
- Trustee, Gomasu Development Foundation (2010 onwards), a family NGO focusing on the development of children in underprivileged strata of society
- Helping as an Honorary Adviser of www.ibedo.org, a social entrepreneurship organization started by an IIMA alumnus in 2017 to help non-engineering undergraduates in career discovery, self-sustainability and employment

Programs/Public Forums/Conferences Participation & Address

Executive Education/MDP at IIMB:

- Designed and delivered jointly with Prof. Jose and Prof. Prasad of IIMB, the EEP ‘Strategy and Leadership in VUCA World’ has run successfully over the years, including in-company EEPs
- ‘Inspirational Leadership - Lessons from Bhagavad Gita’ by Prof. B Mahadevan and Prof. Gopal Mahapatra
- ‘Accelerating Leadership Journey - Leader as a Coach’ along with Mr. Krishna Kumar
- Taught Advanced HRM for military officers in AFOP at IIMB
- Taught OB/HRM in EGMP
- Taught Leading Self and Others, Personal Vision, Emotional Intelligence, Transformational/Inspirational Leadership, Career Success, Mentoring and Coaching for Top and Senior-level leaders for MNCs and MNEs, Indian Conglomerates, CREDAI, Goldman Sachs - 10000 Women and SMEs

Consulting Assignments:

Have completed multiple consulting assignments in the areas of Organization Vision, Leadership Development, Organization Structuring, Performance Management System, HRD Audit, Assessment and Development Centres, Academic Climate and Team Synergy for large MNCs, Indian corporates, and NGOs in the past.

Invited Talks/Programmes:

- Speaker on “Resilience to Agility” at Agility Today Conference held in Bangalore from July 7-8, 2023
- Guest of Honour at the Inauguration of PDEU for the new MBA Batch on June 20, 2023
- FDP Facilitator and conducted a workshop on "Continuous Improvement in Management Education" at KIIT School of Management on June 28, 2023
- Was the Session Chair on "Building Agility to Talent Refactoring (Panel Discussion)" on May 20, 2022, at IFTDO 49th International Conference and Exhibition, New Delhi May 19-21, 2022
- Presented jointly with Tanvika Karla a paper on "Psychological Resilience during the Covid-19 Pandemic" on May 20, 2022
- ANZAM conference paper presentation on Future of Work and MidCareer, December 2018
- Addressed the CII Young Indian Leaders (Yi) Leadership Academy on “Leadership & Team Building” November 18, 2017, at Indore
- Presented a paper on "Guru, Mentor, and Coach for Leadership Development –Indian Ethos & Perspectives with Piyush Dixit & Dr. Varun Khanna" at IBA International Conference, Bangalore, September 2017
- Presented a paper on “Human Resource Management Challenges and Opportunities in India Organizations ”jointly with Prof N M Agrawal, IIMB & Prof Rajesh Chandwani of IIMA at the World Management Conference, IIMA, December 2016

- Addressed the HR Conclave in the School of HRM, Xavier University, June 2016
- Was a Keynote Speaker at the National Conference on "Youth and Employment: The Role of Skill India Initiative" organized by Centre for the Study of Contemporary Societies (CSCS) scheduled on November 4-5, 2016, at Bhubaneswar
- Addressed XLRI HR Conference “Sapphire” on “HR & Social Media” in January 2015
- Addressed Ahmedabad Management Associations’ HR Summit on HR & Technology in January 2015
- Addressed the National Institute of Personnel Management (NIPM) Annual Conference 2010, Kolkata, on "Technology and Talent Management," 2010; presented a joint paper at the IIMB Management Research Conference on "Prima."
- Conducted an evening workshop on 'Coaching & Mentoring for Business Success’, NHRD Network, Bhubaneswar, May 2010
- International Conference, "Innovative strategies for value creation and management" at RVIM Conference, was a Chief Guest, Bangalore, December 12, 2009
- “Role of Corporate Organizations and Social Enterprises in Building a Sustainable Economy” in Third International Conference on “Managing for a Sustainable Economy” January 2009, PESIT, Bangalore
- "Survey Research & Experiences from 360 Degree" joint paper presented at the First AHRD USA & AHRD India International Conference on "Human Resource Development in Asia," October 2002, IIM Bangalore
- Inauguration of MBA batch at St Joseph's College of Business Administration, Bangalore, 1998
- Welcome address to 500 MCA & MBA students at PES, Bangalore
- Presented Best Practices Sharing at NDDDB in 1994 at a conference of MDs and Top Executives of Co-operatives
- Presented a joint paper with A Sudhakar Menon on “Collaboration for stimulating R&D” at NHRD Network International Conference, Hyderabad, February 1992
- Presented an article in the Indian Society of Labour Economics in 1990, Bhubaneswar
- Addressed the PR Society of India Programme in 1988, XIMB

Taught Courses and Guest Lectures at the following institutions:

1. IIMA, IIMC, XLRI, IRMA, ISB and IIM Udaipur (PROPEL-A Leadership Elective in 2012-13)
2. IIMB (including HRM Electives for AFOP) & OB/HRM for EGMP during 2009, 2010, 2011 & 2012-13)
3. Led a one-day FDP on "Dealing with Student Behaviour & Effective Class Handling" in June 2017 at DY Patil University, Pune

PhD and M Phil Examiner/Guide:

1. PhD thesis of Dr. Akansha Malik - Negative Workplace Deviance: Antecedents Victim's Response and Role of HRM - IIT Delhi, August 2022
2. Thesis of Dr. Snigdha Choudhury - Psychological Factors Influencing the Academic Motivation of Learners in a Synchronous E-Learning Environment, Xavier University, Bhubaneswar, May 2021
3. Dr. Manish Kumar Srivastava, A framework of value education in schools, IIT Delhi, 2020
4. Thesis of Dr. MS Moitrayee Das - Exploring Individual and Work-Related Correlates and Consequences of Sleep of Shift Workers, TISS Mumbai, 2020
5. Thesis of Shilpa Kabra Maheswari Precursors and successors of leadership development: the missing links, intent, and impact, Amity Business School, Amity University, Delhi, 2019
6. Thesis of Dr. Sita A Panchachhapur - Study of Talent Management Practices in Indian Organisations - A Multiple Case Study Approach, TISS Mumbai, 2019
7. Thesis of Dr. M Mahendar Reddy - A study of IT Interventions for Enhancing the Effectiveness of Telangana State Police Administration, JNTU, November 2019
8. Thesis of Dr. Jitender - A Study of Interventions for System Implementation of Crime Prevention and Detection by Andhra Pradesh Police, JNTU, April 2018
9. Thesis of Dr. Afsha Dokadia, TISS Mumbai, on Exploring Multi-generational Perspectives on Career, Learning and Leadership, May 2015
10. Thesis of Dr. Has Mukh Adhia, on Impact of Yoga Way of Life on Organisational Factors Responsible for the Success of the Organization, Swami Vivekananda Yoga University (VYASA), Bangalore, 2008-09
11. Doctoral Thesis of Ms. Soundari V.V. on Identification of Competencies of Software Project Managers in Software Organizations, Academy of HRD, Ahmedabad, 2004
12. M Phil Thesis Guide for Mr. L R K Krishnan on Employee Turnover, Madurai Kamaraj University

List of Publications (Books/Book Chapters):

1. Springer Business Cases in Organisation Behaviour and HRM (2023) Editor [In Publication]
2. Sushant Kumar Mishra, Mahapatra, G. P., & Chirag Dagar. (2022). Innovative Practices in Management Education in India. *Palgrave Studies in Indian Management*, 493–522. https://doi.org/10.1007/978-3-030-87906-8_15
3. Padaki, Agrawal, Balaji and Mahapatra Gopal (Ed.), “Emerging Asia” for NHRDN International Conference, 2004, published by Tata Mc Graw Hill, 2004
4. Akhilesh, Gurtoo, and Mahapatra Gopal, “Enabling Execution Excellence-Global Agenda” co-edited for International HR Confluence by IISC & NIPM, published by Himalaya, 2006

5. TV Rao, Mahapatra Gopal, Raju Rao and Nandini (Ed.) "360 Degree Feedback and Performance Management System", Vol. II, Excel Books, 2002
6. Mahapatra Gopal (Guest Editor), Special Issue on "Organisation Development," National HRD Network, July 2008 with more than 30 Global and Indian thought leaders; circulation among more than 5000 HR professionals in India & abroad
7. Shruti Tewari and Gopal P. Mahapatra(Ed, Special Issue on "Social Neuroscience and HR," Sage NHRD Network Journal, 11(4), Nov 2018
8. Mahapatra, Gopal P a case on OD in the book "OD: Interventions and strategies," by S Ramnarayan & TV Rao by Sage Books (Second Edition), 2011

List of Publications (Refereed Journals):

1. Mahapatra, G. P., & Dash, S. (2022). Round Table: Talent development in a changing world of work. *IIMB Management Review*, 34(1), 83–91. <https://doi.org/10.1016/j.iimb.2022.03.002>
2. Ritu Tripathi, Mohan Thite, Arup Varma, and Gopal Mahapatra, "Appraising the revamped performance management system in Indian IT multinational enterprises: The employees' perspective," *Human Resource Management*, Mar 2021
3. Mahapatra, Gopal. "Interview with Mr. Gaurav Vasu, Founder, and CEO, Unearth Insights," *South Asian Journal of Human Resources Management*, 5(2), Nov 2018, pg 254–260
4. Mahapatra, Gopal P, "Interview with Dr. H R Nagendra, Chancellor, Swami Vivekananda Yoga Anusandhana Samsthana (S-VYASA)," *South Asian Journal of Human Resources Management*, 1(2), December 2015
5. Mahapatra, Gopal P, "Multisource Learning as a Critical Variable in Professional Growth: Reflections on My HRD Journey" in *HRD, OD and Institution Building-Essays in Memory of Udai Pareek* Edited by T V Rao and Anil K Khandelwal, Sage, 2015
6. Mahapatra, Gopal P, "Interview with Ms. Smita Saha," Vice President-HR, Astra Zeneca Pharma, India Ltd. *South Asian Journal of Human Resources Management*, 2(1), June 2015
7. Mahapatra, Gopal P. "Interview with Mr. Rajeev Dubey, National President, National HRD Network, India," *South Asian Journal of Human Resources Management*, 1(1) 119–125, June 2014
8. Mahapatra, Gopal P "Interview with Dileep Ranjekar, Founder CEO, Azim Premji Foundation, *South Asian Journal of Human Resources Management*, 1(2), December 2014
9. Mahapatra, Gopal P "Interview with Rajeev Dubey, President (Group HR, After-Market & Corporate Services) & Member of the Group Executive Board, Mahindra & Mahindra Ltd, India," *South Asian Journal of Human Resources Management*, 1(2), Nov 2014
10. Mahapatra Gopal and Vivek Subramanian "Leadership Development in a Multinational-An Indian case" in *Vikalpa*, Vol.36, No 3, July-Sept 2011

11. Mahapatra Gopal P and Nandini Chawla, "Survey Research & experiences from 360 degrees" AHRD USA & AHRD India International Conference Proceedings of "Human Resource Development in Asia" edited by Pareek, Osman-Gani, Ramnarayan, and TV Rao, published in Oxford & IBH Publications, Oct 2002, pg 389-396
12. Mahapatra Gopal P & A. Sudhakar Menon, "Collaborations for Stimulating R&D," NHRDN International Conference Proceedings, Hyderabad, Tata Mc Graw Hill, 1991

List of Other Publications:

1. Mahapatra, G. P., Bhullar, N., & Gupta, P. (2022, April 12). Gen Z: An Emerging Phenomenon. NHRD Network Journal. <https://journals.sagepub.com/doi/10.1177/26314541221077137>
2. Mahapatra, G., & Dash, S. (2021). Future of Mid-Career Education in a Transforming Work Context: A Review of Literature and Directions for Future Research. *South Asian Journal of Management*, 28(3), 31–56
3. Rabindra Acharya, Gopal P. Mahapatra, and Kadamibini Acharya. "Yoga and Wellness— Key Insights from the Study on General Yoga Programme," *NHRD Network Journal*, 14(1), Feb 2021, pg 51-63
4. Subba Vaidyanathan and Gopal Mahapatra, "Enhancing Employee Stress Resilience (Wellness): A Study of Women Leaders in Asia Pacific," *NHRD Network Journal*, 14(1), Dec 2020, pg 144-154
5. A. Ramachandra Aryasri, Jitender and Gopal P. Mahapatra, "Cultural Modification and Cultural Alignment in Police Services: An Empirical Analysis of Select Variables," *NHRD Network Journal*, 13(2), May 2020, pg 160–169
6. Gopal Mahapatra, "Strategy and HRD: An Expert View Interview with Rishi Krishnan," *NHRD Network Journal*, 12(3), Nov 2019, pg 270–272
7. Shruti Tewari and Gopal P. Mahapatra. "Social Neuroscience and HR: An Introductory Perspective," *NHRD Network Journal*, 11(4), Nov 2018, pg 6-13
8. Gopal P. Mahapatra and Shruti Tewari, "Guest Editorial," *NHRD Network Journal*, 11(4), Nov 2018, pg 4–5
9. Gopal Mahapatra, "Multisource Learning as a critical variable in professional growth; Reflections on my HRD Journey," Rao, TV & Anil Khandelwal (Ed.) book, "HRD, OD and Institution Building: Essays in Memory of Udai Pareek," Sage Publishers, India, Feb 2016
10. Rajnish Nayak, Dr. Arvind Agrawal, and Dr. Gopal P Mahapatra, "A Study on 360-degree feedback system in RPG Enterprises", *NHRD Journal*, HR in Indian Organizations, January 2015, Pg 27-36
11. Was Joint Chair (Research), National HRD Network, National Conference Mumbai and was responsible for jointly with E&Y enabling research papers on four themes: Coaching, Performance Management, Employee Relations & Emerging Talent from Campus, Nov 2014

12. Aarti Shyamsunder, S Anand, Ankush Punj, Arvind Shatdal, B M Vyas, Balaji Kumar, Binu Philip, C Manohar Reddy, Chitra Sarmma, Gopal Mahapatra, Govind Srikhande, V Kartikeyan, Manoj Jaiswal, Nandini Chawla, Prabhat Rao, Prakash K Nair, Prasad Kaipa, Rajshekhar Krishnan, Rishiksha T Krishnan, Rituraj Sar, S K Vasant, S Ramesh Shankar, Santrupt Misra, Shabari Madappa, B Sudhakar, Swasthika Ramamurthy, Twisha Anand, Vasanthi Srinivasan, Vikas Rai Bhatnagar, P Vishwanath, Vivek Subramanian, Neharika Vohra, Deepti Bhatnagar, "Leadership Development in Organizations in India: The Why and How of It (Part I)," *Vikalpa*, 36(3), July 2011, pg 61-118
13. Aarti Shyamsunder, S Anand, Ankush Punj, Arvind Shatdal, B M Vyas, Balaji Kumar, Binu Philip, C Manohar Reddy, Chitra Sarmma, Gopal Mahapatra, Govind Srikhande, V Kartikeyan, Manoj Kumar Jaiswal, Nandini Chawla, Prabhat Rao, Prakash K Nair, Prasad Kaipa, Rajshekhar Krishnan, Rishiksha T Krishnan, Rituraj Sar, S K Vasant, S Ramesh Shankar, Santrupt Misra, Shabari Madappa, B Sudhakar, Swasthika Ramamurthy, Twisha Anand, Vasanthi Srinivasan, Vikas Rai Bhatnagar, P Vishwanath, Vivek Subramanian, Neharika Vohra, Deepti Bhatnagar, "Leadership Development in Organizations in India: The Why and How of It (Part II)," *Vikalpa*, 36(4), Oct 2011, pg 77-132
14. Gopal Mahapatra, "Keeping up with times: Proactive interventions at a multinational," S. Ramnarayan, T. V. Rao (Ed.) book, "Organization Development: Accelerating Learning and Transformation," Sage Publishers, India, Oct 2011
15. Mahapatra, Gopal P, "Emotional Intelligence," *Compass*, Oracle Global, Mar 2008
16. Anuradha Mahesh and Mahapatra, Gopal P "Indian Women: Empowerment & achievement: now and further ahead" - Based on Report of the Proceedings of International Women's Day Event on March 15, 2008" – organized by HRD Network, Bangalore Chapter, *NHRDN Journal*, 2008
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B-SCHOOL TEACHING EXPERIENCE -- Courses taught at MBA level (At IIM Indore, IIMB, IIM Udaipur, XIMB, IIMC, TAPMI and IFIM)

- Leadership in Digital Era
- Managing People and Performance in Organizations
- Managing Career Success and Transition
- Organization Behavior II (Team and Organization)
- Managing Self and Career
- Exploring Competencies in Effective Leadership (jointly with another OB faculty)
- Accelerating Career Transition to Success
- PROPEL (Professional & Personal Excellence for Leadership)
- Advanced Human Resource Management

- Organization Change and Development
- Performance Appraisal and Counselling
- Industrial Relations
- Human Resources Planning and Selection
- Career & Transition Management
- Training and Development
- Emerging Trends in HR
- Human Resource Management

Areas of Professional Interest (including research):

- Leadership Agility
- Executive Coaching and Mentoring - Leader as a Coach
- Career Management - with Focus on Mid-Career Professionals & Gen Z
- Wellbeing, Mindfulness, Spirituality and Neuro Leadership

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