



**Ashank Desai Centre for
Leadership and Organisational Development**

Indian Institute of Management Ahmedabad
Vastrapur, Ahmedabad
Gujarat, INDIA

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The ADCLOD
Annual Report

2022-23



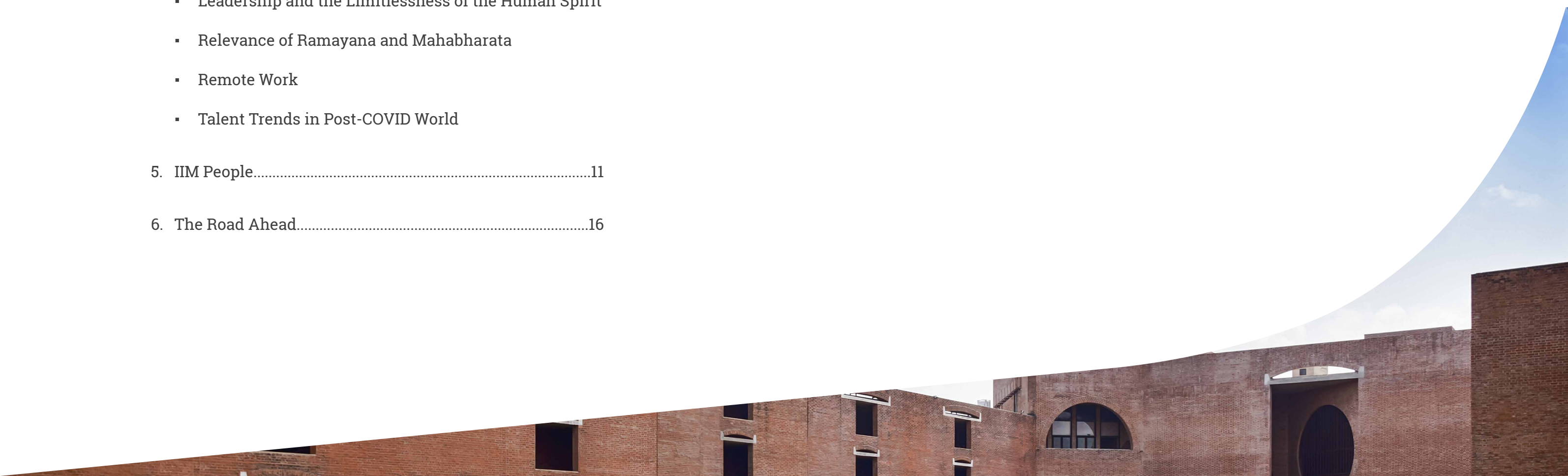
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Vision Statement

To bring together faculty, students and governmental, non-governmental, and private organisations to conduct distinctive and high-quality leadership and organisational development practice & research.

Our ambition is to anticipate and create a number of alternative leadership scenarios for the future with the aim to create a leadership ecosystem that is inclusive and is able to create the necessary social impact to address the most pressing issues of the time.



Foreword

Greetings from the Ashank Desai Centre for Leadership and Organisational Development (ADCLOD)! We are delighted to share the second edition of the Annual Report. ADCLOD was inaugurated in June 2021, and is a one-of-its-kind centre that has been established with a vision to create a platform for dialogue, discussion, creation and dissemination of knowledge relating to various themes of leadership. Further, the centre has a vision to not just impact leadership discourse through the cutting-edge but also to carry out projects that impact leadership development. The aim of the founding team of ADCLOD has been to make a name for itself by ideating, conceptualising, planning and implementing research as well as projects that can help spread awareness about the art as well as the science of leadership and organisational development. Keeping this in mind, the centre team has been working tirelessly to bring about evidence-based change in the act of leadership and organisational development at the ground level.

I am proud to inform you that the centre has conducted some interesting initiatives in the last twelve with an aim to spread awareness about leadership ideas, concepts and cutting-edge themes. These events have been well received by researchers, students and practitioners. We spent the past year executing the grassroots leadership impact projects that were ongoing and also conceptualised a few new projects for corporates and grassroots organisations.

The report summarises the contributions by the centre members and also the events conducted by the centre in the past year. The report also presents a brief on the activities planned for the coming year. I will take this opportunity to thank centre members for their contributions and for making ADCLOD vibrant through their activities. In a short span, the centre has been able to create an identity for itself as a place where rich work on various themes of leadership is happening. I would also like to thank to Director (Prof. Bharat Bhaskar) and the donor of the centre (Mr Ashank Desai) for taking a keen interest in the activities of the centre and guiding us in our activities by providing timely feedback and mentorship.



Leadership Practice Areas

Sustainable Leadership pertains to the management approach of business leaders who prioritise the consideration of environmental, societal, and long-term sustainable development goals in their organisational decision-making processes. PPP, which stands for the three bottom lines of people, planet, and profit, is a widely recognised concept. This style of leadership involves adopting a conscientious approach to leadership, whereby one takes a moment to reflect on the wider implications of organisational actions and decisions on both the natural environment and society.

As per Roebuck's (2004) definition, **Entrepreneurial Leadership** pertains to the process of effectively coordinating a team of individuals towards a shared objective through proactive entrepreneurial conduct, which involves optimising risk, innovating to leverage opportunities, assuming personal accountability, and navigating change within a dynamic setting, all for the betterment of an organisation. This leadership style aims to cultivate enterprising individuals and teams who effectively harness their innovative capabilities to generate value for an entity. Entrepreneurial leadership is characterised by the implementation of leadership practices that foster the development of employees' capacity for self-generation, self-reflection, and self-correction within the workplace.

The gender disparity in India is escalating, further compounded by the nation's suboptimal gender ratio of 92 per cent. **Inclusive Leadership** is a crucial skill that involves effectively managing and leading a diverse team of individuals while demonstrating empathy and impartiality towards their distinctiveness. Research has demonstrated that the presence of robust female representation within leadership teams can enhance organisational outcomes. A leadership development program that is deemed successful must effectively leverage frequently overlooked group of female managers. The significance of gender parity in workplaces extends beyond ethical considerations and moral obligations, as it has direct impact on tangible financial benefits.

The phenomenon of technological unemployment is leading to a reduction in human employment opportunities. Nonetheless, there remain unfinished tasks that are currently unattainable by any individual. Consequently, it is imperative that the workforce receives adequate training to effectively bridge the existing skills gap. Strong **Digital Leadership** is required for making such decisions. The process involves the adoption of novel behaviours, competencies, and methodologies for managing intricate situations, along with the strategic utilisation of a firm's digital resources to attain its commercial goals. In order to facilitate prompt action, leaders in the digital realm must exhibit a willingness to challenge established norms, remain abreast of emerging digital developments, and foster trust and cooperation among a variety of stakeholders within the organisation.

The **Socially Conscious, Leader** bears moral responsibility for the actions undertaken by the organisation under his or her purview. The concept of social responsibility involves assuming accountability, transparency, and responsibility in corporate activities with regard to stakeholders, the community, and the natural world (Karp, 2003).

The effectiveness of a leader can be impacted by acts and decisions of leadership that prioritise altruism and social impact. Singh and Krishnan's (2008) research findings indicate that the quality of altruism, characterised by its "other-orientedness," has a positive impact on **Transformational Leadership** and enhances the sense of collective team identity.



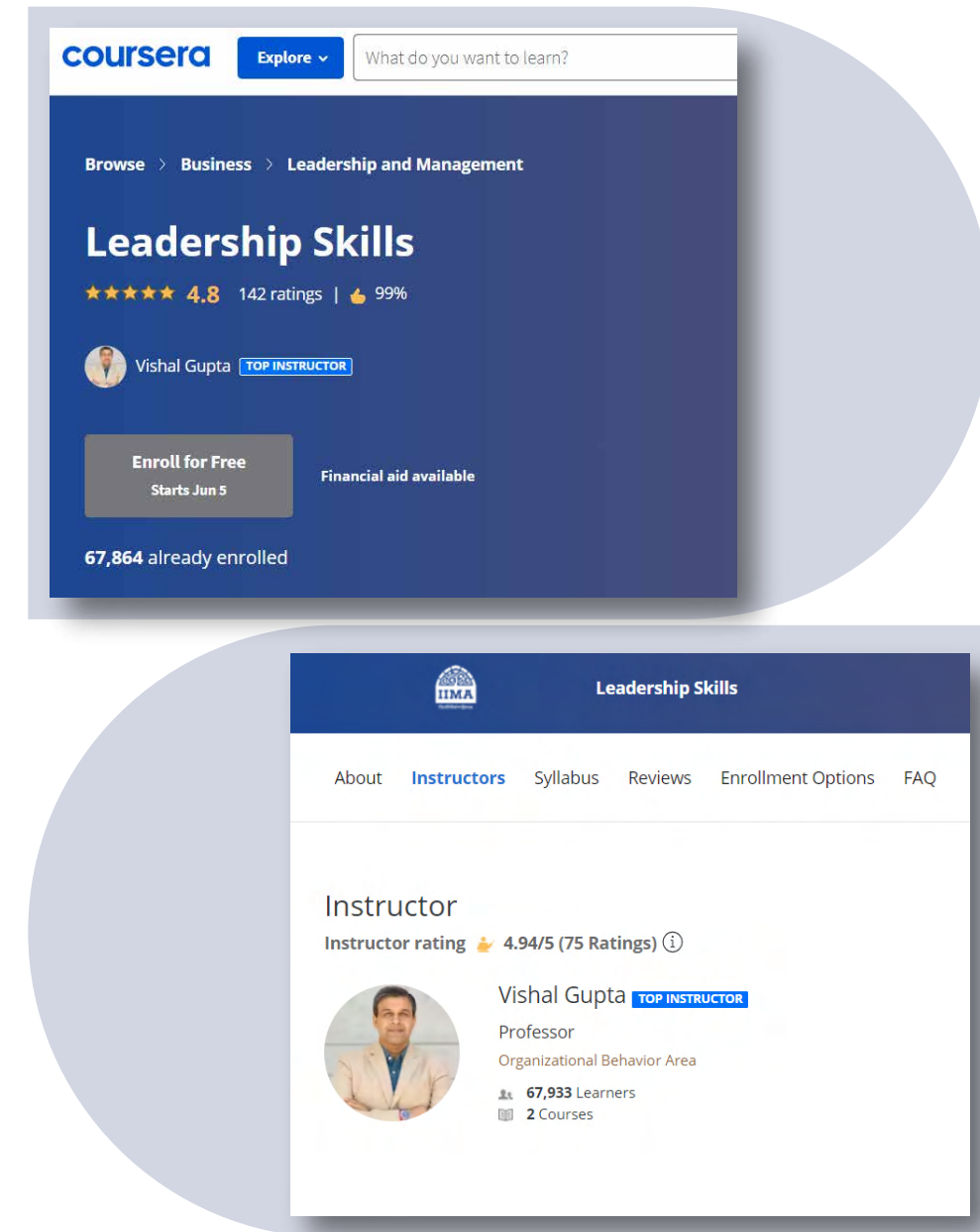
Creating Impact

A. Coursera Launch

The Indian Institute of Management, Ahmedabad along with Ashank Desai Centre for Leadership and Organisational Development (ADCLOD) successfully launched its new initiative on Online @IIMA and Coursera platforms in 2023. The course 'Leadership Skills' by Prof Vishal Gupta is a beginner course designed for professionals from diverse work backgrounds. In a multifaceted world, it is important to understand leadership practices and how it can be used to influence people to meet the challenges which will enable them to achieve important goals personally and professionally. This course provides a foundation for leadership practice and aims to take one on a journey of self-discovery and strengthen one's capacity to lead across the boundaries, from any political or organizational position, with or without the authority.

It also enables students to learn important leadership skills, clarifying the relationships among key concepts such as definitions of leadership, self-management, authority, power, influence, politics, negotiations, change management, decision-making, and various leadership styles. The course will provide with practical and coherent theoretical framework of leadership and is divided in 6 modules and is drawn from business management, philosophy, spirituality, history, literature, sports, communications, and psychology. The skills one will gain from this course are as follows: Mindfulness, Positive Personality, Leading and Managing change in the organizations, Supportive Communications and Leading subordinates effectively.

The best part about this course is its online mode and one can earn a joint certificate from Coursera and IIMA upon the completion of the course.



B. Marico School Project

The Ashank Desai Centre for Leadership and Organisational Development ADCLOD, in collaboration with Marico organised a never-before hybrid teacher-training development program for school teachers in the most challenging environments of India by leveraging the expertise of faculty at the Centre. The unique program has impacted 100,000+ teachers in the first year across the five states of MP, Bihar, Jharkhand, Chhattisgarh and Rajasthan with potentially a million-plus number in the future.

The program was funded and was made possible by the CSR money raised by the IIMA Endowment Fund from Marico Limited.



C. Spiritual Leadership

After the inaugural speech by Prof Vishal Gupta (Chairperson, ADCLOD, IIMA), Prof Bharat Bhasker (Director, IIMA) and Mr. Piyush Sharma (VP, ADCLOD, IIMA), Swami ji briefly discussed about the art of Spiritual Leadership and how it goes beyond modern management systems and frameworks. He touched upon the concept of IQ, EQ, and SQ (Intelligent Quotient, Emotional Quotient, and Spiritual Quotient) in leadership and management systems. He emphasized the importance of integrity in leadership and its power to create impact and influence.

Pujya Gnanvatsal Swami also discussed the excellence in workmanship achieved under spiritual leadership, citing examples of the construction of Akshardham temples in Chicago and London, as well as the rehabilitation efforts after the Gujarat 2001 earthquake. He emphasized the values of integrity and excellence in workmanship and their role in creating a positive impact.

Mr Shrenik Shah, another speaker of the event and a cancer survivor turned leadership coach, delivered a speech on the 'Power of Self'. He spoke about the pillars of his survival and success, which included courage, confidence, dedication, and commitment, and emphasized the importance of grabbing every opportunity in life and accomplishing things to live a life of choice. He concluded his talk by advising the audience to take care of their health, considering the unpredictability of life.



The Year in Review

India's Pathways to Success

The talk started with Dr Ganesh Natarajan discussing his book "India's Pathway to Success: Winning in the Next Decade. He talked about the need to pivot to the manufacturing industry, the digital economy and the platform economy, the challenges in the agriculture and services sectors, and the enablers and challenges for India's success. He also highlighted the importance of trust and the role of technology in driving innovation.


Dr Raghunath Mashelkar who is also a contributor to the book provided five suggestions related to science and technology in India that shall aid Indian Economy to succeed which are as follows:

- Affordable excellence, where high technology is made accessible and beneficial to the poor population.
- Taking risks and forming partnerships with the government to predict market conditions and develop technology accordingly.
- Entrepreneurship in driving research and innovation.
- Options for technology development include buying, making, and improving technology.
- Regaining leadership in patents to foster innovation.

Subsequently, Dr Uma Ganesh also a contributor to the book, discussed the following three important factors that need to be addressed to ensure the representation and utilisation of the female population in the workforce for higher economic growth:

- Need for the development of policies and frameworks that go beyond concessions and ensure proper implementation.
- Providing counselling along with digital literacy to guide girls and women in their career paths.

The talk concluded with Mr Ashank Desai emphasising the importance of having a broad vision and aspiration to better oneself and the country. He also highlighted the significance of working through values that create positive energy and focus on vitality. He stressed the need for the general public to elect proper leadership that creates a conducive environment for economic growth and success, as social welfare is the ultimate result of economic success.



Ashank Desai
Centre for Leadership and
Organisational Development
INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

Leadership Deep Dives

Vikram Sarabhai Library
presents

Book Talk

**India's Pathways to Success:
Winning in the Next Decade**

Author: Dr. Ganesh Natarajan
Moderator: Prof. Neharika Vohra

Dr. Ganesh Natarajan
Author
Executive Chairman
& Founder of sF World

Dr. Raghunath Mashelkar
Padma Vibhushan
Former Director General,
CSIR

Shri Ashank Desai
Founder, and former
Chairman, Mastek
Former member
Board of Governors, IIMA

Prof. Neharika Vohra
Moderator
IIMA

Scan for
Registration

10, April, 2023
4:30 PM to 5:30 PM

JSW-SPP Classroom,
Second Floor,
New Campus, IIMA

genadminvsl@iima.ac.in
/VSLIIMA
c/VikramSarabhaiLibraryIIMA



Leadership and the Limitlessness of the Human Spirit

The talk started with Mr Ashank Desai, addressing the audience and emphasizing that learning leadership is a lifelong process. He talked about the mystery of leadership and the common traits that successful leaders possess.

Professor Bharat Bhasker, Director, IIMA, expressed the qualities of inspirational leaders and emphasized the importance of pursuing purpose rather than goals. He also highlighted the effective communication skills of great leaders.

Dr Puja Gyanvatsal Swami, in his talk on the art of spiritual leadership. He gave examples of the Pramukh Swami Maharaj Shatabdi Mahotsav, a month-long celebration organized by BAPS Swaminarayan Sanstha, to illustrate the management systems and workmanship under spiritual leadership. He shared examples of the impact of integrity in the interactions between Pramukh Swami Maharaj and Bill Clinton, as well as the growth of BAPS Swaminarayan Sanstha as recognized by research studies.



Relevance of Ramayana & Mahabharata

Ms Ami Ganatra, author of "Mahabharata Unravalled: Lesser-Known Facets of a Well-Known History" and "Ramayana Unravalled: Lesser Known Facets of Rishi Valmiki's Epic," visited her alma mater, IIM Ahmedabad, for a book talk on the relevance of Ramayana and Mahabharata in today's life and time.

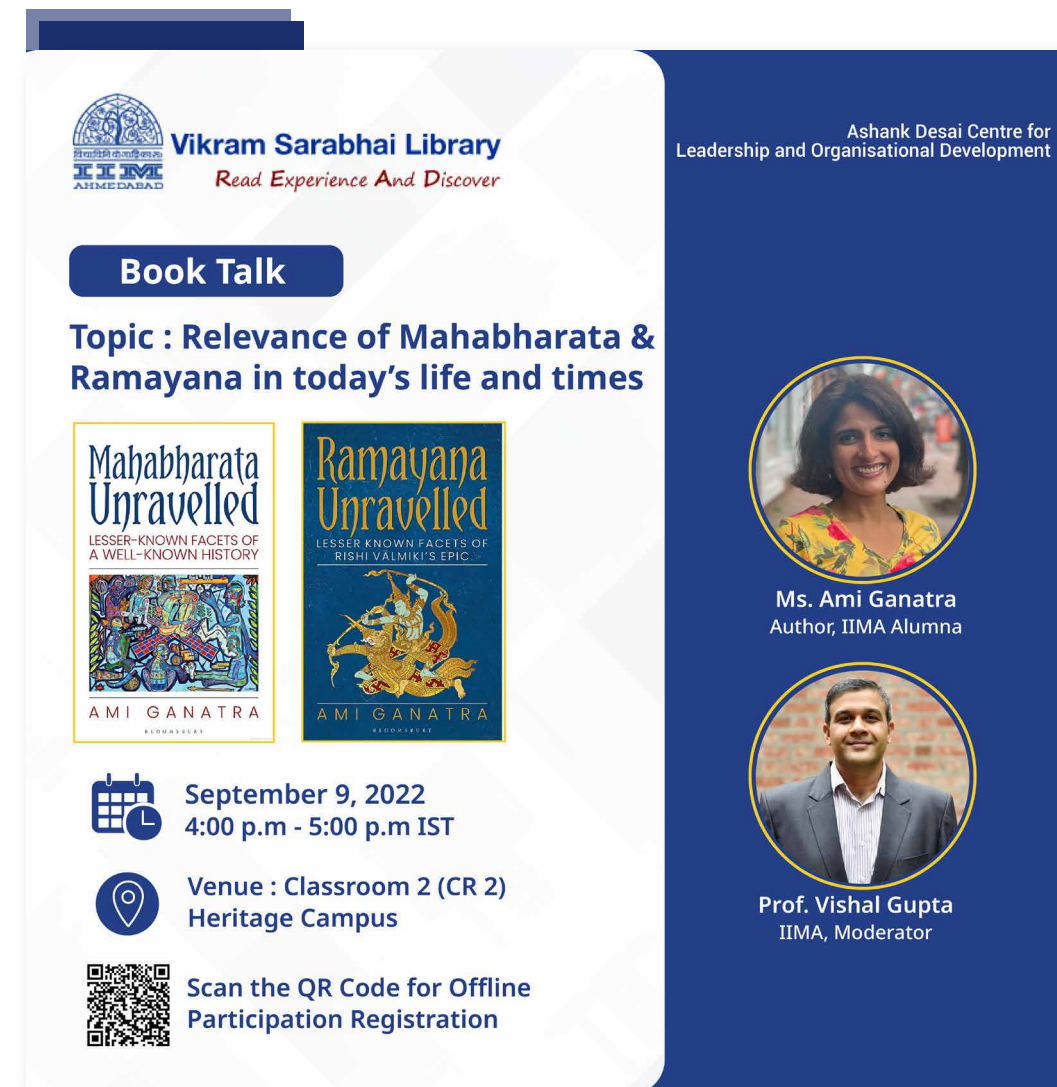
Ms Ganatra began the talk by questioning the importance of history and knowing history. She engaged with the audience, addressing their specific topics of interest, such as the difference between mythology, history, and religion, the right sources for reading the epics, and the lessons to learn, unlearn, and apply from them.

She shared her curiosity about India's survival as a civilization amidst various changes, observing peculiar characteristics of different nationalities while working in Hong Kong. Ms Ganatra highlighted the significance of history in providing identity and belonging, both for individuals and nations. She explained how history shapes foreign policy and interaction with the world, emphasizing the relevance of India's epics and the need for a nuanced understanding of mythology.

Ms Ganatra described the concepts of "Dharma" and "Itihaas" (history), outlining their relevance in guiding individuals and societies. She compared the epics to case studies, highlighting their teachings on decision-making and critical thinking. She cautioned against generalizations and urged the audience to own their versions and narratives, avoiding dismissiveness towards the actions of the characters in the epics.

"To debunk misconceptions and provide a deeper understanding of the epics was the primary purpose of writing these books", said Ms Ami Ganatra. Furthermore, Professor Vishal Gupta also shared examples of Western professionals finding value in Eastern literature, supporting the importance of these ancient texts.

In conclusion, Ms Ganatra provided insights into the relevance of Ramayana and Mahabharata in contemporary times, shedding light on their teachings and the importance of understanding history and values.



Vikram Sarabhai Library
Read Experience And Discover

Book Talk

Topic : Relevance of Mahabharata & Ramayana in today's life and times

Mahabharata Unravalled
LESSER-KNOWN FACETS OF A WELL-KNOWN HISTORY
AMI GANATRA

Ramayana Unravalled
LESSER-KNOWN FACETS OF RISHI VALMIKI'S EPIC
AMI GANATRA

September 9, 2022
4:00 p.m - 5:00 p.m IST

Venue : Classroom 2 (CR 2)
Heritage Campus

Scan the QR Code for Offline Participation Registration

Ms. Ami Ganatra
Author, IIMA Alumna

Prof. Vishal Gupta
IIMA, Moderator

Ashank Desai Centre for Leadership and Organisational Development



Remote Work - The Good, The Bad and The Ugly

In the Leadership Conversations event on Remote Work, Professor Reeshad S Dalal started the conversation by discussing various aspects of remote work.

Professor Dalal engaged the audience through poll questions, such as the number of hours they currently work from home and their expectations for future remote work. He defined remote work as work that takes place away from a central place, with employees using information communication technology to interact with their organizations. He highlighted the increase in remote work during the pandemic and its impact on different industries.

Professor Dalal also shared data from a survey in the USA, which showed that the affluent class had more accessibility to remote work compared to low-income jobs. He discussed the perspectives of CEOs, including examples from Elon Musk and Rishad Premji, highlighting the benefits and challenges of remote work.

To address the question of job performance in remote work, Professor Dalal presented findings from meta-analyses comparing task performance, job satisfaction, employee engagement, and other variables between remote and office work. The results showed that employees perceived their task performance similarly in both settings, while supervisors rated remote workers higher. Remote work was associated with higher job satisfaction, employee engagement, and perceived autonomy.

The professor also discussed the intensity of remote work, comparing employees who worked remotely one day per week to those who worked remotely five days per week. He presented data indicating that higher-intensity remote work was associated with higher task performance, job satisfaction, and perceived autonomy.

The professor also suggested that organisations may combine remote and office labour in the future. Finally, Professor Dalal discussed impending cases against organisations to curtail employee surveillance in the US and Indian judicial systems and how the benchmark judgement can force organisations to follow the law and stop intrusive and privacy-invading activities.



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Scan for Registration

Leadership Conversations

Remote Work: The Good, The Bad, and The Ugly

SPEAKER

Reeshad S. Dalal
 Professor of Industrial and Organizational Psychology at George Mason University (USA)

MODERATOR

Prof Amit Nandkeolyar
 Faculty, OB Area, IIMA

April 18, 2023 | 5:00 pm - 6:30 pm



Talent Trends: Moonlighting, Quiet Quitting, Layoffs, and Talent Wars

Professor Vishal Gupta began the talk by highlighting talent trends including Moonlighting, Layoffs, and Great Resignation by sharing research insights from Microsoft in 2021. He also discussed the concept of "Quiet Quitting," where employees disengage from their jobs without resigning officially.

The first speaker, Shuchita Shukla, Head of Talent Acquisition at Global Logic, provided insights from her experience in the digital industry. She discussed the concept of "Solutioning with a platform Approach" and emphasized the need to bridge the gap in digital talent for successful digital transformations. She also mentioned the transformation of organizational recruiting structures, focusing on experience and higher skill sets. She introduced the emerging trends of "Quiet Hiring and Quiet Firing."

Neetu Chitkara, Managing Director at BCG India, shared findings from BCG surveys on the talent market. She highlighted the shortage of skilled C-suite and mid-level executives in organizations, indicating that the talent market is active but skills are lacking. She also discussed the factors influencing people's work choices, including financial aspects, purpose, and relationships with managers and colleagues. She emphasized the importance of flexibility in work preferences.

Professor Neharika Vohra discussed the demand for talent in the market and the issue of unemployment despite having degrees. She also highlighted moonlighting as a phenomenon driven by employees' desire for skill augmentation, finding purpose, and pursuing passions. She pointed out the traditional thinking of organizations that fail to provide long-term employment security, leading employees to take charge of their careers.

The speakers discussed the possibility of these talent trends continuing in the future, with Ms Shuchita Shukla mentioning the emergence of

"Renegotiation" as a new HR trend. The speakers concluded the talk by advising Generation Z to learn to communicate better and 70-year-olds to relearn in order to address the conflicts arising from multiple generations working together.



Leadership Deep Dives

**Talent Trends in Post-COVID World:
Moonlighting, Quiet Quitting, Layoffs, and Talent Wars**

In collaboration with CII Gujarat HR Panel

February 23, 2023 | CR-2 (PGPX Classroom) | 05:45 pm - 07:00 pm

Speakers

- Neetu Chitkara**, Managing Director & Partner, BCG Mumbai
- Shuchita Shukla**, Head of Talent Acquisition, Global Logic
- Prof. Neharika Vohra**, Faculty, IIMA

Moderators

- Prof. Vishal Gupta**, Chairperson, ADCLOD
- Prof. Biju Varkkey**, Faculty, IIMA

Scan QR for online registration



Governing Council



Prof Hayagreeva Rao

Atholl McBean Professor of OB and HR,
Stanford Graduate School of Business

Prof. Hayagreeva Rao is the Atholl McBean Professor of Organisational Behaviour and Human Resources at Stanford. Prof. Rao has published widely in the fields of management and sociology. His recent work investigates the role of social movements as motors of organisational change in professional and organisational fields.



Mr Ashank Desai

Founder and Ex-Chairman Mastek

Mr. Ashank Desai is the Principal Founder and former Chairperson of Mastek Ltd and one of the founding members of NASSCOM. He has also been actively involved in the social sector having founded several NGOs like Avanti fellows and PANIIT Alumni Reach for India (PARFI).



Prof Bharat Bhasker

Director, Indian Institute of Management Ahmedabad

Prof. Bharat Bhasker, Director of IIM Ahmedabad since March 2023, taught IT and systems at IIM Lucknow. He was named "Best Director of Business Schools" for his services as Director of IIM Raipur during 2017-22. Prof. Bhasker has held visiting academic roles like International Expert Advisor and Expert at prestigious academic institutes and has extensive industry experience.



Prof Vishal Gupta

Chairperson ADCLOD

Vishal Gupta is a Professor of organizational behavior at IIM Ahmedabad. He is a Fellow of the IIM Lucknow and holds a bachelor's degree in engineering from BITS Pilani. His research interests include mindfulness, emotions, leadership, motivation, justice and ethics, creativity and innovation.



Advisory Board



N R Narayana Murthy

Mr. Murthy founded Infosys in 1981. Under Mr. Murthy's leadership, Infosys became the leader in innovation in technical, managerial and leadership training, software technology, quality, productivity, customer focus, employee satisfaction, and physical and technological infrastructure.



Prof Elizabeth George

Prof. Elizabeth George is a Professor of Management in the Graduate School of Management at the University of Auckland. She studies people at work, and the organizations in which they work. She teaches about human systems in organizations, and has done so in several countries across the globe.



Anita Bhogle

A postgraduate in Statistics (IIT, Mumbai) and also in Management (IIM, Ahmedabad), Anita has reinvented herself almost every decade. Her early years were spent in advertising, market research and marketing consultancy.



Anshu Gupta

Popularly known as the Clothing Man and the recipient of 2015 Ramon Magsaysay award, Anshu Gupta founded Goonj with a mission to highlight some basic but ignored needs of people on the development agenda, using clothing as a metaphor. Anshu, apart from doing a Masters in Economics started as a freelance journalist.



R A Mashelkar

Dr. Raghunath A Mashelkar is known for world-class scientific research, revolutionary science and innovation institution leadership, and pioneering Gandhian Engineering-based inclusive innovation, global frameworks for traditional knowledge protection, and robust but balanced IPR regimes.



Ashank Desai

Ashank Desai is the Principal Founder and former Chairperson of Mastek Ltd and one of the founding members of NASSCOM. He has also been actively involved in the social sector having founded several NGOs like Avanti fellows and PANIIT Alumni Reach for India (PARFI).

Members of the Center



Prof Amit Karna
 Strategy

Prof. Karna is a faculty of Strategy at IIMA. His interests lie in the areas of strategic management, technology, innovation, & entrepreneurship. His recent publication titled “Board’s human capital resource and internationalization of emerging market firms. Toward an integrated agency-resource dependence perspective” was published in the Journal of Business Research.



Prof Anish Sugathan
 Strategy

Prof Anish Sugathan chairs the ESG Research Centre and teaches strategy at IIM-A. He has post-doctoral and visiting fellowships from Harvard Kennedy School and Princeton University's 'Sustainable Futures' programme. He studies India's corporate sustainability and developing economies' governance infrastructure. A state enterprise board member, he advises green technology and smart governance firms.



Prof Anuj Kapoor
 Marketing

Prof. Kapoor is a faculty of Marketing at IIMA. His research interest lies at the intersection of Marketing, Economics and AI. In particular, he is interested in the question of who should lead an AI driven firm and how decision making should take place in such an organisation.



Prof Asha Kaul
 Communications

At IIMA, Prof. Kaul serves as a member of the Communications faculty. Her fields of research include gender, specifically 'genderlect', women in leadership roles, and discourse patterns, use of polite language, the ability to exert influence both above and downward, and other topics. She has Imparted training to various Corporate houses in India as well.



Prof Biju Varkkey
 Human Resources Management

Prof. Varkkey is a faculty member with the Human Resource Management Area at IIMA. His areas of academic interest are Strategic Human Resource Management, Change Management, Leadership Development, Governance and more. His recent publication, Influence of Organisational Climate on Prosocial Organisational Behaviour was published in the Indian Journal of Industrial Relations.



Prof Kathan Shukla
 Ravi J Matthai Centre For Educational Innovation

Prof. Shukla is faculty associated with the Ravi J. Matthai Centre for Educational Innovation, IIMA. He also serves as the faculty chair for the school of leadership certificate programme. His research focuses on the applications of latent variable modelling; scale development & validation; school-system improvement through school climate interventions.



Prof Kirti Sharda Organizational Behaviour

Prof. Kirti Sharda is a faculty in Organisational Behaviour area at the IIM Ahmedabad. Her primary teaching interests lie in the areas of Leadership Excellence (including women leadership), Interpersonal Dynamics, Team Effectiveness, Self-Awareness for enhancing Personal Potential, and Psychology for Management. Her current research is centred on leadership and groups in organizations.



Prof M P Ram Mohan Strategy

Prof. Ram Mohan is a faculty in the area of Strategy at IIMA. A lawyer by training, he teaches legal aspects of business, contracts, corporations law, and business and professional negligence. His research focuses on insolvency law, commercial and business laws, professional negligence, and energy laws. At ADCLOD, he is involved in leadership activities covering legal and constitutional institutions in India.



Prof Promila Agarwal Human Resources Management

At IIMA, Prof. Agarwal is a member of the teaching staff who specialises in Psychology and Human Resource Management. Her work focuses on High-Performance Work Systems, Leadership, Dark Triad Personality, and Psychological Capital, among other related topics. She has written articles that have been published in reputable publications.



Prof Ranjan Ghosh Center for Management in Agriculture

Dr. Ghosh is an Associate Professor at IIM Ahmedabad's Center for Management in Agriculture. He is the country head for FABLE Consortium, a part of the Global Food and Land-use (FOLU) coalition. His research and teaching interests lie in the areas of sustainable and healthy food system transformations, rural development, institutional economics and public policy.



Prof Sourav Borah Marketing

Prof. Borah is a faculty of Marketing at IIMA. His areas of research interest include International Marketing, Service Marketing and Network theory. In particular his recent work looks at marketing leadership, the struggle for leaders of the vertical to gain strategic discretion and how this can contribute to internationalisation.



Prof Sundaravalli Narayanaswami Public Systems Group

Prof. Narayanaswami is on the core faculty, Public Systems Group, IIMA. Her teaching and research interests are in transportation operations, supply chain management, PPPs and good governance in real-life applications. She is well published and has extensive consultancy experience, majorly with government organizations in policy planning, governance and administration.



Prof Sunil Sharma Strategy

Prof. Sharma is a faculty of Strategy at IIMA. His areas of research include Strategy Execution and Professional Service Firms. His publication aims to improve the understanding of the strategic role of the board in Emerging Market Firms by investigating the role of the board's human capital resource in a firm's internationalisation.



Prof Vishal Gupta Chairperson ADCLOD

Vishal Gupta is a Professor of Organisational Behavior at IIM Ahmedabad. He is a Fellow of the IIM Lucknow and holds a bachelor's degree in engineering from BITS Pilani. His research interests include mindfulness, emotions, leadership, motivation, justice and ethics, creativity and innovation.



Piyush Sharma Vice President

Piyush is an awarded global business leader, a board member, a global CEO coach and a C-Suite advisor. He is an influencer, and thought leader, besides being a TEDx speaker. His academic affiliations include UCLA, Stanford, MIT and ISB. He is invited to contribute to Forbes and Fortune.



Aastha Tripathi Research Associate

Aastha Tripathi is a Research Associate (post-doctoral) at the center. She holds a Ph.D. degree in Organizational Behaviour area. Her academic interests are Leadership Development, Learning Agility, Learning Culture, and more. Her recent publication, "Demystifying the Effect of high-performance work systems on job involvement based on dual-path mediation model" (ABDC-A) published in the American Business Review journal.



Shubhangi Chowdhry Research Associate

Shubhangi Chowdhry is a Research Associate in the centre. She's pursuing Ph.D. in Psychology. Flourishing, Work-Family Conflict, Leadership, and Gender at Workplace are her research interests. She's written articles and case studies which are published in respected journals. In addition, she has counselled, trained, and led workshops for university students on Psychology topics and professional etiquettes



Aditya Jaiswal Research Assistant

Aditya Jaiswal is a Research Assistant at ADCLOD. He holds a master's degree in Media Studies from Allahabad University, providing him with a strong academic foundation. He is an avid filmmaker and photographer. He has also worked with Lab Academia. He also worked with IIM Indore on an IEC initiative in Ayodhya, demonstrating his dedication to social impact and significant media ventures.

The Road Ahead

The ADCLOD team had a vision of establishing the Centre by means of advanced research, cooperation, and influence, uniting diverse stakeholders on both a global and national scale. The Centre places great emphasis on utilising evidence-based approaches to drive innovation in the realm of leadership development.

The Global Community of Leadership Practice works on visualising narratives that serve as a means to broaden individuals' perspectives and encourage more informed decision-making by exploring potential future scenarios. The Centre thus engages with the most prominent figures in leadership, policymaking, entrepreneurship, and the arts. By bringing them together, the COP aims to pool their collective expertise, tackle pressing contemporary challenges, and devise inventive remedies to bolster the global economy.

The centre persists in elevating awareness and initiating discussions concerning most crucial topics pertaining to leadership and organisational development, as well as the collaborative development of their feasible resolutions via its showcase platforms viz. the IIMA Leadership Lecture Series, Leadership Conversations, and Leadership Storytellers.

The Centre has delivered a leadership and development narrative through the creation of the Sikkim model as a collaborative experimentation platform for the practical application of leadership skills. The model is recognised as a framework for a narrative of transformational leadership practice.

Our current efforts are directed towards the conceptualization and implementation of comparable programmes and projects that afford the centre the chance to augment its leading-edge research and theoretical emphasis with appropriate practical applications and policy influence. One example of such initiatives is the delivery of the Marico School Leadership Program that impacted 100,000 school educators across five states in India, namely MP, Bihar, Rajasthan, Chhattisgarh, and Jharkhand.

ADCLOD continues to strengthen its standing as a prominent platform for facilitating the dissemination of meticulous research, fostering community development, and exerting influence on leadership policies and practices at a larger scale.

The Centre has established a strategic plan, spearheading a variety of initiatives, addressing the challenges associated with expanding successful pilot programmes, implementing operational procedures and protocols to facilitate the scaling of innovative practices, refining practical frameworks to integrate concepts such as equity into leadership development, and promoting more efficient philanthropic practices.

We are constantly exploring future possibilities and opportunities. If you share similar interests, we would appreciate hearing from you.

Piyush Sharma

Vishal Gupta



Acknowledgements and Transitions - Welcoming New Leadership!

On behalf of all the stakeholders of the Centre - the Governing Council, the Advisory Board, the Executive Council, the Members of the Centre, the Community of Practice and the larger leadership enthusiast community out there,

I take this occasion, to thank Prof Vishal Gupta for the pioneering stewardship, ideas, and contributions as the Founding Chairperson of the Centre.

I am also delighted to welcome onboard Prof Neharika Vohra as the new Chairperson and look forward to her expertise and guidance in helping shape the future of the Centre.

Piyush Sharma

