



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

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# ANNUAL REPORT

Ashank Desai Centre for Leadership  
and Organisational Development

2023-24

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## Vision

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

The establishment of the Ashank Desai Centre for Leadership and Organisational Development (ADCLOD) heralds a concerted effort towards advancing scholarly discourse and practical insights in the realm of leadership and organisational development. Founded with a mandate to foster research and deliver actionable insights, ADCLOD aspires to attain eminence as a distinguished institution capable of harnessing indigenous knowledge and empirical inquiry to profoundly influence leadership and management practices within organisations, both domestically and internationally.

At present, ADCLOD has 16 faculty members drawn from diverse disciplinary backgrounds, including marketing, educational innovation, public systems, communication, human resource management, organisational behaviour, and strategy. This collective of esteemed scholars shares a common interest and dedication to the exploration of leadership and organisational development dynamics.

The centre's overarching objective is to encourage collaborative efforts among faculty, students, and a myriad of organisational stakeholders encompassing governmental, non-governmental, and private entities. This collaborative ethos serves as the bedrock for fostering an ecosystem conducive to the generation of cutting-edge research initiatives centered on leadership and organisational development paradigms.





Central to ADCLOD's mission is the pursuit of scholarly rigour and academic excellence in investigating multifaceted dimensions of leadership and organisational dynamics. Through a combination of rigorous empirical inquiry, theoretical exploration, and practical application, ADCLOD endeavours to unearth novel insights and best practices that resonate with the evolving needs and challenges faced by contemporary organisations.

Moreover, ADCLOD's commitment extends beyond the confines of academic research to encompass real-world application and impact. By forging partnerships and engagement with a diverse array of organisational stakeholders, the centre seeks to bridge the gap between theory and practice, thereby facilitating the translation of scholarly insights into tangible strategies for organisational enhancement and leadership effectiveness.

In essence, the Ashank Desai Centre for Leadership and Organisational Development embodies a convergence of scholarly pursuit, practical relevance, and collaborative endeavour aimed at advancing the frontiers of leadership and organisational development scholarship and practice. Through its multifaceted initiatives, ADCLOD endeavours to catalyse transformative change and contribute meaningfully to the advancement of organisational excellence and leadership effectiveness in the contemporary landscape.

The centre team has been actively working to implement evidence-based changes in leadership and organisational development at the grassroots level. I am delighted to inform you that the centre has successfully executed a number of captivating

initiatives in the last twelve months with the aim of spreading knowledge on leadership ideas, concepts, and new themes. These projects have received positive comments from scholars, students, and practitioners. In the past year, we carried out ongoing community leadership impact projects and introduced many new initiatives involving industry practitioners.

The centre organised various programs and events throughout the year focusing on themes as diverse as Remote Work, Language, Law, and Gender Equality, Industry 4.0 Leadership, and DEI Roundtable.

The report offers a succinct summary of the contributions made by the members of the centre, as well as the events hosted by the centre throughout the year. The report also includes a brief summary of the activities planned for the future year. I would like to extend my appreciation to the members of the centre for their invaluable contributions and diligent efforts in fostering the dynamism of ADCLOD through their numerous activities. In a short period of time, the centre has effectively positioned itself as a central location for the examination of many leadership topics, presenting a wide range of valuable research and projects.

I wish to extend my appreciation to the Director, Prof. Bharat Bhaskar, and the benefactor of the centre, Mr. Ashank Desai, for their active engagement in the center's operations and their excellent counsel through timely feedback and mentorship.

## ○ Leadership Practice Areas

### Action Leadership

At the core of organisational success lies leadership actions which are crucial for setting a compelling and distinct vision for the future. The centre attempts to study and brings to light such leadership actions that serve the good of the whole.

### Inclusive Leadership

Inclusive leadership values diversity, equity, and inclusion, creating an environment where all individuals feel valued and belong. This leadership style involves recognizing and appreciating the unique perspectives, experiences, and contributions of all individuals, regardless of their background or identity. Inclusive leaders cultivate a culture of psychological safety and belonging, enabling individuals to express their authentic selves. This approach not only fosters creativity and boosts employee engagement but also enhances organizational effectiveness and decision-making.



Overall, effective communication and collaboration are pivotal for achieving organizational alignment and synergy. Leaders promote a culture of open and transparent communication, ensuring that information flows seamlessly across all levels of the organization. They foster collaboration, knowledge sharing, and encourage teamwork across different functions, breaking down barriers and nurturing a culture of innovation and continuous improvement. Leaders with robust communication skills inspire trust, build relationships, and effectively manage conflicts, leading to enhanced cohesion and organizational effectiveness.

### Wisdom Leadership

The Wisdom Leadership Series Project is an exciting and ambitious project which aligns perfectly with the centre's mission to foster leadership excellence. The primary objective of the "Wisdom Leadership Series" is to initiate meaningful and insightful conversations with these industry veterans and aims to document their lives, leadership styles, ethos, philosophies, and experiences and expects everyone to benefit intellectually and personally from this program.

### Spiritual Leadership

Spiritual leadership guides individuals and organizations towards achieving a deeper sense of purpose, significance, and fulfillment beyond mere economic goals. It involves nurturing employees' spiritual well-being through values such as compassion, empathy, and integrity. Leaders encourage individuals to align their actions with core values and contribute meaningfully to society. Spiritual leadership promotes a culture of authenticity and ethical behavior, enhancing unity, adaptability, and ethical judgment within the organization.

## 2023-24 Highlights - Making difference, Creating impact

### Big Leadership Inquiries

The project, tentatively titled "Shaping the Future of Leadership: A Scenario-Building Initiative," seeks to identify and address the most pressing questions unveiling the 'white spaces' in the realm of leadership practice. It redefines the approach of leadership at a practitioner level, transcending the boundaries of industries and domains. We are embarking on a journey to develop an understanding of the challenges that leaders face. These scenarios are narratives about what might happen, aimed at broadening our perspectives on potential outcomes. In all, it represents a crucial step forward in the journey toward leadership excellence.



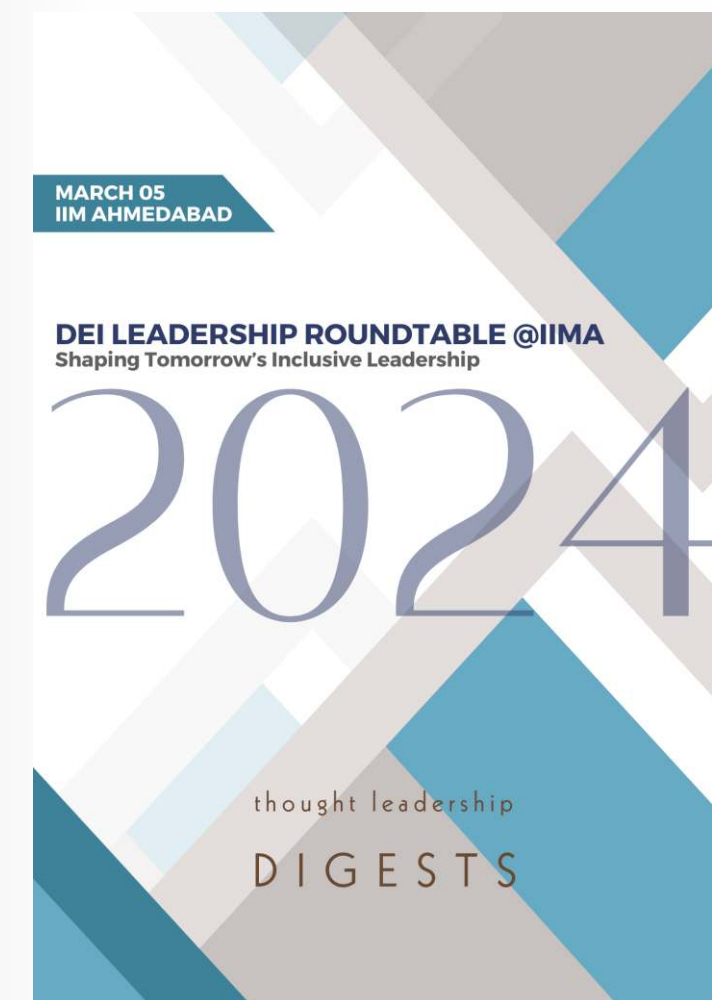
### DEI Leadership Roundtable @IIMA: Shaping Tomorrow's Inclusive Leadership

The Ashank Desai Centre for Leadership and Organisational Development at IIM Ahmedabad hosted a significant event on March 5, 2024 on a very important topic of Diversity, Equity and Inclusion. A first of its kind, roundtable organised by ADCLOD in shaping tomorrow's Inclusive Leaders. The event was a full day event that had thought leaders from across different sectors and also had members from academic background as well.

This roundtable discussion provided insights into the ongoing challenges related to diversity, equity, and inclusion (DEI), specifically in professional settings. The roundtable commenced by establishing a foundation for examining 'Shared Visions' in spite of the 'Diverse Journeys' undertaken by the participants. The placards, displaying only the first names and excluding prefixes and surnames, symbolically showcased a commendable practice of inclusivity. This practice brought together individuals of various ages, genders, roots, and positions, treating them equally and creating a comfortable environment for mutual learning.



A full report on the event was produced and so have been various other collaterals like Leadership bytes (video interviews of participants) and other PR collaterals.





## The Year in Review

### 1. Rewriting the Narrative: Language, Law, and Gender Equality.

As part of the 'Leadership Deep Dives' series, the Ashank Desai Centre for Leadership and Organisational Development held a talk on an important topic: Rewriting the Narrative: Language, Law, and Gender Equality at IIM Ahmedabad on September 25, 2023. After the Supreme Court of India announced guidelines on 'Combating Gender Stereotypes' on August 16, 2023, Chief Justice D. Y. Chandrachud of the Supreme Court spearheaded the release of a groundbreaking handbook titled "Combating Gender Stereotypes". The handbook confronts misogynistic and patriarchal stereotypes prevalent in legal discourse, offering alternative, more inclusive terms. It reflects a thoughtful effort to promote gender justice within the judicial system.

The event gained all the more attention from all walks of life. The recommendations are groundbreaking in addressing gender stereotypes and bringing about change. Recent decades have seen substantial progress towards gender equality, notably in the workplace. Women are challenging the "glass ceiling," and often outperforming males in leadership jobs. This initiative marks a significant step towards acknowledging and rectifying gender bias in judicial language and practice. The panellists Prof. Rachna Chaudhary (Associate Professor at Dr. B.R. Ambedkar University), Richa Singh (VP HR, D&I and CSR, Max Life Insurance) and Dr. Pritam Baruah (Dean, School of Law, BML Munjal University) highlighted the importance of inclusive language in legal proceedings and found this initiative by the judiciary as a crucial step forward in addressing biases ingrained in language. Language reflects subconscious stereotypes, and the Supreme Court's handbook on gender stereotypes prompts us to re-examine the narratives we use. This reflective approach helps us distance ourselves from patriarchal and sexist assumptions, fostering a more inclusive society.



**Leadership Deep Dives**  
**Rewriting the Narrative:**  
**Language, Law, and Gender Equality**

Scan for online registration

**Speakers**

- Richa Singh**  
VP HR - D&I and CSR  
Max Life Insurance
- Prof. Pritam Baruah**  
Dean, School of Law  
BML Munjal University
- Prof. Rachna Chaudhary**  
Associate Professor,  
Dr. B. R. Ambedkar University

**Moderator**

- Prof. Namrata Chindarkar**  
Faculty  
IIM Ahmedabad

### 2. ADCLOD @ Vibrant Gujarat

Indian Institute of Management Ahmedabad (IIMA) actively participated in the Vibrant Gujarat Global Trade Show 2024 held in Gandhinagar from January 11th to 12th, showcasing its academic offerings, research, and information on upcoming programs. The IIMA booth was graced by the esteemed presence of our Director, Professor Bharat Bhasker, Dean (Programmes) Professor Pradyumana Khokle, and esteemed faculty members including Professor Amit Karna, Professor Ankur Sinha, and Professor Sundaravalli Narayanaswami. Additionally, the Ashank Desai Centre for Leadership and Organisational Development also featured prominently, attracting visitors from the industry and student community. The event was a testament to IIMA's commitment to academic excellence and leadership development.



### 3. Reimagining Leadership: Industry 4.0 & Beyond



The Leadership Deep Dives series at IIMA hosted a panel discussion on Navigating Leadership Challenges in Industry 4.0 on January 18, 2024. Professor Neharika Vohra moderated the discussion with Mr. Ankur Chaturvedi from Emami Ltd., Mr. Krishna Raghavan from Flipkart, and Mr. Senthil Kumar from Schneider Electric as the speakers. The panel explored leadership strategies amidst automation and data exchange trends, focusing on IoT, AI, cloud computing, and human-machine interaction. Key themes included adaptive leadership, fostering innovation culture, and workforce

upskilling. Attendees gained insights into leveraging technology for organisational growth and leadership readiness in the digital era.



**Leadership Deep Dives**  
**Reimagining Leadership:**  
**Industry 4.0 and Beyond**

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**Speakers**

- Ankur Chaturvedi**  
Associate VP Emami Ltd  
LinkedIn Top Manufacturing Operations Voice
- Krishna Raghavan**  
Chief People Officer at Flipkart,  
Life and Leadership Coach
- Senthil Kumar Venkataramanjulu**  
Vice President, Industrial Automation,  
Schneider Electric

**Moderator**

- Prof. Neharika Vohra**  
Faculty, IIM Ahmedabad

January 18, 2024  
05:00pm to 06:30pm

CR-14,  
IIM Ahmedabad New Campus



#### 4. Crafting DEI Solutions: Actionable Strategies for Change

A panel discussion part of DEI Roundtable was held on "Crafting DEI Solutions: Actionable Strategies for Change" on March 5, 2024. The discussion was moderated by Prof. Arun Sreekumar, IIMA faculty. The panel featured distinguished speakers, each offering unique insights into Diversity, Equity, and Inclusion (DEI).

Ms. Leenika Khattar, Director of Diversity, Inclusion, and Belonging at NASSCOM, emphasised the importance of evaluating diverse groups on four crucial parameters: diversity, inclusion, equity, and belonging.

Ms. Kalpana Tataavarti, a Diversity and Inclusion Strategist, highlighted three key aspects of DEI: diagnosis, context, and systemic policies. She stressed the need for a holistic approach to address DEI challenges. Dr. Bhushan Punani, Vice President of the International Council for Education of People with Visual Impairment, emphasised the concept of "reasonable accommodation" for ensuring equal accessibility. He underscored the importance of focusing on abilities rather than disabilities when crafting job profiles.

A key takeaway from the discussion was Ms. Khattar's statement, "Diversity exists everywhere" and "in diversity, everybody can not be fitted in one hole; you need different jobs, profiles, work for different disabilities"

The discussion also touched upon regionalism, transportation, and caste, underscoring the need for broader societal changes. The event concluded on a positive note, with a call for effective ground action and systemic reform to promote DEI in all spheres of society.



**Leadership Deep Dives**  
**Crafting DEI Solutions: Actionable Strategies for Change**

**Speakers**

- Leenika Khattar**, Director, Diversity Inclusion and Belonging, NASSCOM
- Bhushan Punani**, Vice President, International Council for the Education of People with Visual Impairment
- Kalpana Tataavarti**, Diversity and Inclusion Strategist, Founder, Parity Consulting

**Moderator**

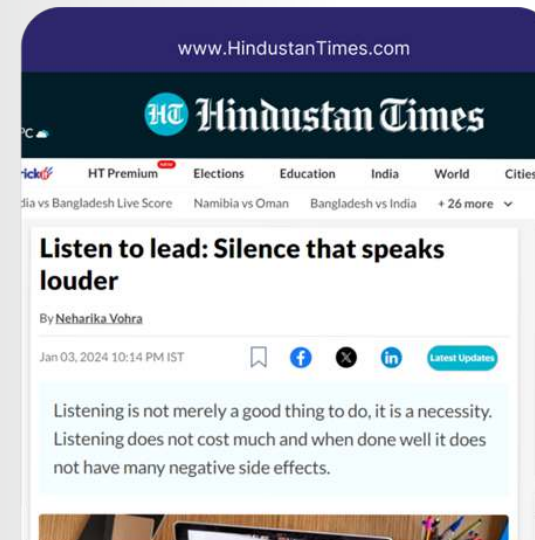
- Arun Sreekumar**, IIMA Faculty

March 5, 2024  
5:30 PM – 8:30 PM  
JSW Auditorium, IIMA

Scan for online registration

## Centre Publications

### 1. Listen to lead: Silence that speaks louder



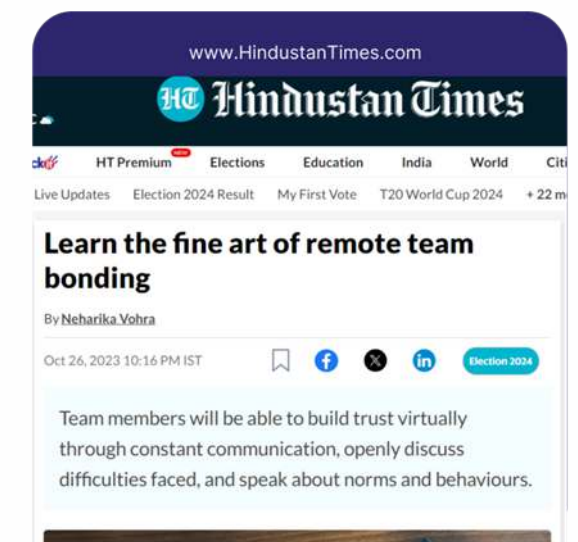
### 2. What workplace leaders can do for mental health



### 3. Leadership tips from Silkyara tunnel rescue



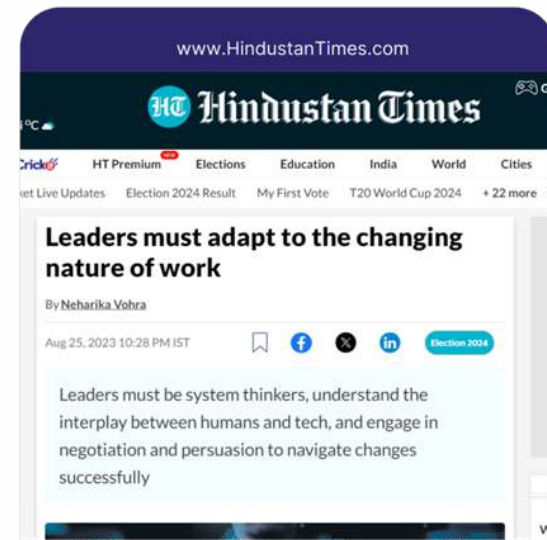
### 4. Learn the fine art of remote team bonding



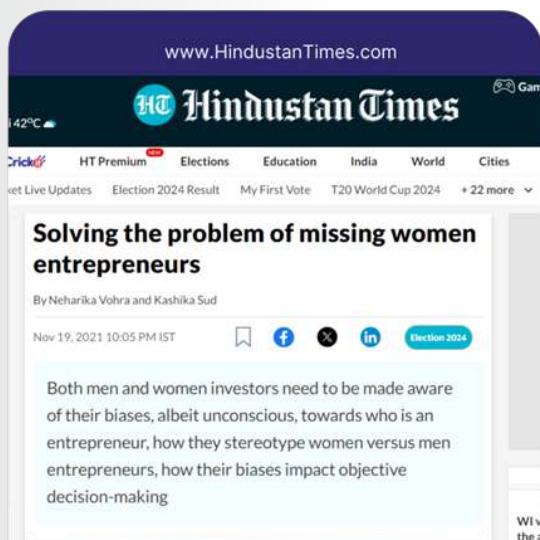
### 5. Court sets the course, mind your language



### 6. Leaders must adapt to the changing nature of work



### 7. Solving the problem of missing women entrepreneurs



## Other Initiatives & Events

### 1. Capacity Building Commission

Ashank Desai Centre for Leadership and Organisational Development in collaboration with Bill and Melinda Gates Foundation have embarked on a strategic initiative to develop e-learning modules which aims at fostering leadership, skill development, and knowledge dissemination. IIM Ahmedabad is developing five E-Learning courses as part of the skill development initiatives by the Capacity Building Commission (CBC). The course delivery will be online through the iGot platform under the mission Karmayogi. It aims at developing e-learning modules for fostering leadership, skill development, and knowledge dissemination.



The proposed modules cover a spectrum of critical themes, including

- 1) Visionary Leadership      2) Effective Feedback      3) Effective Communication
- 4) Digital and Social Marketing      5) Strategy

These modules are intended for rollout in both 1-hour and 6-hour digital-only formats, in a 'ready-to-broadcast' format, leveraging the state-of-the-art facilities available at IIMA with a focus on innovative, engaging, and effective learning techniques. These E-Learning courses have been carefully structured to strengthen the capacity of government officials across the country overseen by CBC. Designed by IIM Ahmedabad's world-class faculty members with decades of experience in training leaders and managers, this proposed program includes modules on mentorship, content creation and new age teaching methodologies.

### 2. Dr. Kulkarni PostDoc Scholarship

Mr. Narayana Murthy has facilitated the award of one postdoc fellow of ADCLOD. Fellow will work on an area related to leadership.



## Governing Council



**Prof Hayagreeva Rao**  
**Atholl McBean Professor of OB and HR,**  
**Stanford Graduate School of Business**

Prof. Hayagreeva Rao is being replaced by a new governing council member, as he opted out owing to personal exigencies.



**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 Neharika Vohra**  
**Chairperson, ADCLOD**

Professor Neharika Vohra is professor of Organizational Behavior at IIM Ahmedabad. With a wealth of experience, she has contributed significantly as an independent director, consultant, coach, and mentor. Her involvement in executive education extends to collaborating with numerous leading companies. Notably, she served as the founding Vice Chancellor of Delhi Skill and Entrepreneurship University, established under an Act of the Delhi State. She has an extensive academic portfolio, having authored over 70 peer-reviewed research papers in esteemed international and national journals and have authored three books.



## Executive Council



### **Prof Arun Sreekumar** Marketing

Prof. Sreekumar is a faculty of the Marketing at IIMA. His research is focused on the potential of marketing interventions to enhance societal welfare. He collaborates with corporations, entrepreneurs, and consumer communities to examine marketing in the context of informal enterprises, health services, and corporations with purpose-driven brands. His research was recognised with the Shelby D. Hunt and Harold Maynard awards of the Journal of Marketing for its theoretical and practical contributions to the field of marketing. Additionally, his research has been published in prestigious international journals.



### **Prof Kirti Sharda** Organisational 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 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 Neharika Vohra** Chairperson, ADCLOD

Professor Neharika Vohra is professor of Organizational Behavior at IIM Ahmedabad. With a wealth of experience, she has contributed significantly as an independent director, consultant, coach, and mentor. Her involvement in executive education extends to collaborating with numerous leading companies. Notably, she served as the founding Vice Chancellor of Delhi Skill and Entrepreneurship University, established under an Act of the Delhi State. She has an extensive academic portfolio, having authored over 70 peer-reviewed research papers in esteemed international and national journals and have authored three books.



## ○ Advisory Board



**N R Narayana Murthy**  
Founder and Ex-Chairman Infosys

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.



**Anshu Gupta**  
Founder Director, Goonj and Gram Swabhimaan

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.



**Prof Elizabeth George**  
Founder Director, Goonj and Gram Swabhimaan

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**  
Author

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.



**R A Mashelkar**  
Former Director General, Council for Scientific and  
Industrial Research (CSIR)

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**  
Founder and Ex-Chairman Mastek

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 Centre



**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 Amit Nandkeolyar**  
Organisational Behaviour

Amit Nandkeolyar is an Associate Professor of Organizational Behavior and teaches courses on Negotiation Analysis, Leadership and Teams. His research focuses on how individuals and teams adapt in response to changes in their work environment. He has published in top-tier management journals like Journal of Applied Psychology, Personnel Psychology and Harvard Business Review. He also writes for the popular media and has been widely quoted by media outlets like Forbes India, Economic Times, China Daily, Business World, The Hindu and The Times of India.



**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 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 Resource 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.



## Members of the Centre



### **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 Resource 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** Centre 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 Vishal Gupta** Organisational Behaviour

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.

## Centre Staff



**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.



**Shubhangi Chowdhry**  
Research Associate

Shubhangi Chowdhry, Ph.D. in Psychology serves as a Research Associate (post-doctoral) at the ADCLOD Centre. Her research interests are Leadership, Flourishing, Work-Family Boundary Management, and Gender at the workplace. She has published research articles and case studies in reputed journals. Additionally, she also conducts trainings and workshops on mindfulness and leadership to increase the awareness about the significance of mental health.



**Prakash Patel**  
Research Assistant

Prakash Patel is a Research Assistant at ADCLOD. He graduated with a Bachelor's degree in Computer Science from Gujarat University. His academic pursuits focus on Data Science, Analytics, Information Systems, Digital Marketing, Artificial Intelligence, and Machine Learning which provides him a strong foundation in the IT field. Before joining the centre, he has an experience of working in IT industry.

## The Road Ahead

**Mission and Research Initiatives:** The ADCLOD team is committed to enhancing the Centre by engaging in pioneering research, promoting extensive collaboration, and exercising influential leadership. Our goal is to convene a diverse array of global and local stakeholders to advance evidence-based practices that drive innovation in leadership development.

**Global Community of Leadership Practice on DEI:** Utilizing visual narratives, the Global Community of Leadership Practice (COP) aims to broaden perspectives and support well-informed decision-making by exploring alternative future scenarios. This community unites distinguished leaders from various sectors to leverage their collective expertise in addressing contemporary challenges and devising creative solutions to bolster the global economy.

**Awareness and Engagement:** The Centre strives to raise awareness and spark dialogue on pivotal topics related to leadership and organizational development. We facilitate this through various platforms including the IIMA Leadership Lecture Series, Leadership Conversations, and Leadership Storytellers, each designed to enrich the discourse surrounding leadership practices.

**Programs and Impact Initiatives:** Our current focus is on developing and executing programs that not only contribute to cutting-edge research but also have practical applications and significant policy impact. A highlight from this year is the DEI Leadership Roundtable held in March 2024, which convened notable leaders and scholars to discuss the critical importance of Diversity, Equity, and Inclusion (DEI) policies.

**Strategic Development and Community Engagement:** ADCLOD remains a venue for disseminating detailed information, fostering community development, and shaping leadership policies and practices on a grand scale. Through a strategic approach, our initiatives address challenges related to scaling successful pilot programs, implementing operational processes, refining frameworks to integrate equity into leadership development, and promoting effective philanthropic practices. We are continually open to exploring new opportunities and eagerly embrace collaboration with partners who align with our goals and values.

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

Piyush Sharma

Neharika Vohra



## ○ Acknowledgments and Transitions

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 opportunity to extend our gratitude to the outgoing Centre Head, Mr Piyush Sharma, a cornerstone of our founding team.

Piyush has played a pivotal role, with his contributions being both significant and multifaceted. As he transitions from his role, we recognize the enduring impact of his work. We are committed to advancing the excellent groundwork he has established, ensuring that the standards he set continue to influence our future endeavors and contribute to our sustained success.



Neharika Vohra



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