

Format of Bio-data in respect of persons desirous of inclusion in DPE databank

1. **Name** : SUBIR VERMA
2. **Father's Name** : SUNIL KUMAR VARMA
3. **Date of Birth**: 28-04-1962
4. **Full Mailing address (with Telephone-landline & Mobile No. and E-Mail address)**:

Landline: 91+651+2280083 Ext. 130
Mobile: 09534166004
Email: subir.verma@iimranchi.ac.in;

5. **Educational & Professional Qualification (Graduation onwards)**

S.No.	Course	Subjects	University/ Institute	Year of Passing	Division/ Class
1.	B.A (Hons)	Political Science	Patna University	1982	Second
2.	MA	Political Science	Delhi University	1985	First Class First
3.	M.Phil	Political Science	Delhi University	1988	First
4	Ph.D	Organizational Behaviour	Indian Institute of Management, Ahmedabad	2003	---

6. **Work Experience**

S.No.	Organization/ Institute	Post Held	Period (From - To)	Nature of Work
1	Indian Institute of Management Ranchi	Professor & Dean	15-07-2012 till date	Teaching, Training, Research, Consulting and Academic Administration
2	Management Development Institute	Associate Professor	10-09-2004 to 14=07- 2012	Teaching, Training, Research, Consulting and Academic

				Administration
3.	Management Development Institute	Assistant Professor	18-06-2002 till 09-09-2004	Teaching, Training, Research, Consulting and Academic Administration
4	Dyal Singh College, Delhi University	Lecturer	20-10-1991 till 17-06-2002	Teaching and Research

7. Whether SC/ST/OBC/Minorities/Women : No
(if yes, indicate the relevant category)
8. Present Position: **Professor in Management and Dean-Academics**
9. Area of Specialization and numbers of years experience
Organizational Behavior with around 16 years of experience in teaching, research. Training and consulting
10. Indicate how you fill the laid down criteria (Refer Annex)

The applicable Criteria is A (iii), B and C.

My Teaching Experience

I have researched for 6 years in IIM Ahmedabad and have been a faculty for around 16 years out of which 10 years have been in the field of management and another 6 years in the field of social science.

My Research and Publication

A. Edited Books:

1. Towards the Next Orbit: Corporate Odyssey, Sage Publications (forthcoming on 1st December, 2010)
2. "Organizing and Managing in the era of Globalization" (with Prof. Pritam Singh), Sage Publications, 2010
3. "Globalization: Boundary-less HR: Practitioners Perspective", Excel Publications, 2009
4. "Challenges in Organizing and Managing in Rapidly Emerging Economies: learning to organize in the global world" (with Prof. Pritam Singh and Jyotsna Bhatnagar) Macmillan Advanced Research Series, 2007

B. Chapters/Articles:

1. Managerial Empowerment and Organizational Performance in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
2. Bharti Airtel: From Best to Next in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
3. Towards Transformation: K.R. Kamath's Oddysey in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
4. Towards cutting edge competitiveness: issues and challenges for Indian Managers in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
5. March towards the next horizon: Lessons in capability building in Maruti in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
6. Towards HR integration with business in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
7. Cultural routes to excellence: The LG Experience in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
8. Kaleidoscope of Leadership: The Mantra in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
9. Towards the Next Orbit: Wisdom for HR Professionals in Verma, Subir (ed): Towards the Next Orbit: Corporate Odyssey, Sage Publications, 2010
10. "Organizational Democracy in the era of globalization" in Singh and Verma (edited): Organizing and Managing in the era of globalization, Sage Publications, 2010
11. "Introduction" in Singh and Verma (edited): Organizing and Managing in the era of globalization, Sage Publications, 2010
12. "Introduction" in the Verma (edited) Globalization: Boundary-less HR: Practitioners Perspective, Excel Publications, 2009
13. "Emerging Context of Work" in Singh, Pritam etc (ed): Future of Work, Exce; Publications (2006)
14. "Freedom related practices, exchange relationships and innovative excellence: an exploratory study of managers as citizens in corporate organizations in India" in Michael J. Morley (ed.) Exploring the mosaic: Developing the Discipline of International Human Resource Management (2003)

C. Papers presented/accepted for presentation in International Conferences

1. "Organizational Democracy and Perceived Corporate Effectiveness; An Exploratory Study", Presented in the "Organization Development and Change Division" of 70th Annual Conference of Academy of Management, Montreal, August 6-10, 2010
2. "Operationalizing and Measuring Democracy in Organizations: Experience Sharing of Developing Questionnaire Based Instrument for measuring organizational democracy in India" Accepted for presentation in the forthcoming RC 10 Session no. 5 of XVII International Sociological Association- World Sociology Congress, Gothenburg, Sweden 2010
3. "Antecedents and Determinants of Organizational Democracy" in the 12th International Conference under the auspices of Asia Pacific Researchers in Organization Studies (APROS), December 2007 at MDI Gurgaon, India.
4. "Organizational Democracy in India" in the XVI International Sociological Association- World Sociology Congress, Durban, South Africa 2006
5. "Corporate Democracy and Organizational Performance" in Asia Pacific Research in Organizational Studies (APROS), Melbourne, Australia, 2005
6. "Freedom related practice, exchange relationship and innovative excellence-an exploratory study" at the 7th conference of International Human Resource Management, Limerick, Ireland in June 3-6, 2003.
7. "Managerial Empowerment and Corporate Effectiveness" in 18th EGOS colloquium on Organization Studies, Barcelona, Spain in July 2-4, 2002.

D. Ph.d Supervision

1. Guided Ph.D thesis of Mr. Rafiq Ahmad, Senior lecturer, Amar Singh College, Srinagar on "Corporate Strategy in response to distinctions in Habitus amongst the consumers of tourism: an exploratory study" at Jamia Hamdard University. Thesis submitted and Degree Awarded in 2008

E. On-going research

1. Preparation of Training and Motivation Policy for Department of Drinking Water and Sanitation, Government of Jharkhand:
2. Assessment of the impact of the national drinking water policy for Department of Drinking Water and Sanitation, Government of Jharkhand:
3. AICTE sponsored Research Project on "Identification and Benchmarking of Best Practices in Organizing and Managing in Corporate India" (the project began in 2007)
4. Researched on and Developing Configuration based model of Corporate Greatness in France. The Companies covered and researched on were L'Oreal, Renault, France Telecom, Total, Essilor, Schneider Electric, Carrefour and

Clarins in France. Cases on them are being written and will be soon published by Sage Publishers, India

5. Researched on the Designs of Organization, Management Styles of Top Management, and Management Practices for Empowerment and Organizational Innovativeness of more than 100 reputed public and private sector companies in India as a part of PhD and post PhD research work from 2004-2010
6. "M.K. Gandhi: An epitome of Leadership" forthcoming book to be published by Sage Publications in 2011

F. My Experience in Consulting and Training

1. Conducted Top Management Programmes on Leadership and Teamwork for Indian Postal Service Officers (Directors and Chief PMGs), Dena Bank, Lanco Infratech, Jaibharat Maruti and National Insurance
2. Have been associated with the Leadership Assessment and Development Initiatives at Nestle India, SMEC India, SMS Demag, Kampsax, LNG- Petronet, GETIT, Siemens Power Engineering, National Insurance
3. Conducted In-class and Outbound based experiential learning sessions on Leadership and Team Building for Senior and Middle level managers of reputed public and private sector organizations of India. Some of these are Allahabad Bank, Bank of Baroda, Central Warehousing Corporation, Corporation Bank, GETIT, Hewlett Packard, Indian Oil, Jaibharat Maruti, LNG-Petronet, Maruti Udyog, National Insurance, National Thermal Power Corporation, Nestle India, Punjab National Bank, Reserve Bank of India, Steel Authority of India, State Bank of India, Siemens Power, SMS Demag, SMEC India and UCO Bank.
4. Designed and conducted workshops on Negotiations for participants from Aviva Life Insurance, Baxter, Bharat Electronics, Chambal Fertilizers, Coca Cola, Hewlett Packard, Indian Oil, Intel, Jindal Steel, Laxmi Bank (Nepal), National Dairy Development Board, Pepsico, Power Grid Corporation, Siemens and State Bank of India.
5. Designed and Conducted Open Management Development Programme entitled "Negotiations to Win-Win" in December 2006, 2008, 2009
6. Developed and Designed Tool-kit involving Case Studies, Leaderless Group Exercises, In-tray exercises and psychometric tests for assessment and development centre of Nestle India. The project also involved the adaptation of the Leadership Competencies of Nestle S.A., its operationalization and its measurements. Subsequently, "Train the Trainer" workshop for the HR managers and assessors of **Nestle India** was conducted to inculcate in them the skills required for observation, scoring, feedback and counselling.
7. Conducted Organizational Diagnostic Study of **National Insurance Company Ltd** (one of India's largest public sector non-life general insurance company)

2006-07 involving 400 managers across 14 sample regions and recommended the model for Organizational Transformation and an Intervention Strategy.

8. Conducted **Organizational Diagnosis and Redesigned Organizational Structure** for National Geographic Channel, 2005-06. This involved the review of existing strategy, process flows, organization structures and delegation of authority. Was involved in studying industry trends, benchmark organization structures and developing multiple structural options for the client. Was then instrumental in facilitating the client organization in deciding on a final structural option.
9. Consulted with **Kampsax India** (A subsidiary of Cowi International—world's no 2 remote sensing company), 2004 in creating High Performing Organization. This involved the review of existing process flows, organization structures, developing role profiles for all the unique positions in the structure (almost 30) including the key roles and responsibilities and key result areas, creating the behavioral competencies model and instruments for the assessments.

11. Directorship held in companies (both CPSEs and Private)

- (a) Past (during last 5 years): None
- (b) Present: **Board of Governors, IIM Ranchi**



(Signature)

Name: Subir Verma

Date: 28-03-2012