

Profile



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Motto: “To create an environment, where learning takes place”

Summary:

- A **Corporate Trainer** with more than 18 years of experience in Training and Development
- **Visiting faculty** to six management institutes
- Qualified trainer in **Rotary Leadership Institute**
- A **Banker** with more than 25 years of experience (in India and Abroad)
- An **Author** and a **Writer** on topics of Banking, Economics, Politics, General Awareness, Organizational Behaviour and Training & Development
- A **Motivational Speaker** on Work-Ethics, Transformational Leadership and Whole-Person Paradigm
- A **You Tuber** on aspects of Personality Development and Career Building
- Conducts Radio Programmes for Radio Surabhi
- Editor of the E.magazine “ The Mirror” for IDTD, Bhubaneswar Chapter

Qualification:

- **Doctor of Philosophy (PhD) – Training & Development, SOA University, Bhubaneswar**
Thesis: “A Study of Key Success Factors in Training Delivery”.
- Diploma in Training & Development – Indian Society for Training & Development (ISTD), New Delhi
- T-Group and Experience-Based Learning – Indian Society for Applied Behavioural Sciences (ISABS), New Delhi
- Faculty Development Course – RBI Training College, Mumbai
- Certified Associate of Indian Institute of Bankers (CAIIB) – The Indian Institute of Banking & Finance (IIBF), Mumbai
- Master in Arts – Political Science, Utkal University, Vani Vihar, Bhubaneswar
- Post Graduate Diploma In Management (PGDIM), OSOU

Professional Experience:

- World Food Programme, India –1981-1983
- Probationary Officer, Bank Of Baroda, India – joined in 1984
- Multiple Postings within India (four states), Bank Of Baroda – till 1998

- **Faculty, Regional Training Centre, Bank Of Baroda, Kolkata – 1998-2003**
- Branch Head, Bank Of Baroda, Jinja, Uganda, East Africa – 2003-2007
- General Manager & Head of Operations, Diamond Trust Bank, Kampala, Uganda, East Africa – 2007-2009
- **Corporate Trainer – 2009 till date**
- Guest faculty for MBA students in KIIT , Bharatiya Vidya Bhavan, USBM , Trident Academy, GIMS and IIMT.

Banking Activities:

- Within **India** –
Bank Of Baroda (BOB) [***Multiple Posts***]
-Branch Head in eleven branches in India and abroad
 - General Banking
 - Loans and Advances
 - Foreign Exchange (Forex *or* FX)
 - Risk Management
 - Asset/Liability Management (ALM)
 - Compliance, *etc.*
- In **Uganda, East Africa** –
 - Bank Of Baroda, Jinja Branch [***Branch Head***]
Key Highlights:
 - Expansion of the branch's business (52% growth)
 - Branch awarded No. 1 Bank of Jinja
 - Handled major accounts of Madhvani Group, Nile Agro Industries Ltd., Sigma Knitting Industries Ltd., Jinja District Administration, *among others*
 - Diamond Trust Bank, Kampala [***GM/Head Of Operations***]
Key Highlights:
 - Strict implementation of Compliance (massive decline in the no. of fraud cases)
 - Handled around 435 staff members

Training Activities:

- Bank Of Baroda Training Centre, Kolkata [***Faculty***]
Major activities included:
 - Programme co-ordination
 - Designing training programmes
 - Preparation of materials
 - Conducting training sessions on Banking, Sales and Marketing and Behavioural Programmes
- Talent Sigma Professionals Pvt. Ltd., Bhubaneswar [***Director***]

Designing, Conducting, Evaluating and Preparing training materials on need-based training programmes for more than 25 organizations.

Out-house at pan-India level:

- National Aluminium Company Ltd. (NALCO)
 - National Thermal Power Corporation Ltd. (NTPC)
 - Indian Institute of Banking and Finance(IIBF)
 - Indo- Global Social Service Society (IGSSS)
 - Gopabandhu Academy of Administration
 - Bank of Baroda
 - SBI
 - Bank of India
 - Punjab National Bank
 - Oriental bank of Commerce
 - Dena Bank
 - Krishna Bhima Samruddhi (KBS) Local Area Bank, Hyderabad
 - SUB-K (Hyderabad)
 - BASIX (Hyderabad)
 - Odisha Hydro Power Corporation Ltd. (OHPC)
 - Odisha Power Transmission Corporation Ltd. (OPTCL)
 - Odisha Power Generation Corporation (OPGC)
 - Madhusudan Das Regional Academy of Financial Management (MDRAFM)
 - Indian Institute of Education & Care (IIEC)
 - Madhyam Foundation
 - BI Professionals
 - Process Map
 - State Power Corporations of Mizoram, Manipur, Nagaland, Arunachal Pradesh and Tripura
 - NE Small Finance Bank , Guwahati , Assam
- **Indian Institute of Banking & Finance (IIBF), Kolkata and Mumbai Chapters**
[Faculty]
 - Conducted training sessions for various Banks on Banking, Sales and Marketing and Organizational Behaviour (OB)
 - **Training programmes Conducted (Regular)**
 - ✓ Managerial Skills & Effectiveness.
 - ✓ Effective Leadership.
 - ✓ Motivating Employees
 - ✓ Subordinate Development.
 - ✓ Attitude for Excellence
 - ✓ Communicating with Impact
 - ✓ Enhancing Managerial Competence
 - ✓ Harnessing Creative Thinking
 - ✓ On Becoming an Emotionally Intelligent Leader
 - ✓ Time Management.
 - ✓ Growing Together.

- ✓ Conflict Management.
- ✓ Selling Successfully.
- ✓ Transactional Analysis an Instrument for executive success
- ✓ Planning for Retirement
- ✓ Personality Development.
- ✓ Effective Business Communication.
- ✓ Stress Management and Work-life Balance.
- ✓ Achieving Excellence
- ✓ Managing Change
- ✓ How to Delegate
- ✓ Ethics and Values in Management
- ✓ Negotiation Skills

***So far, as a resource person ,have conducted around 950 training programmes for more than 25 organisations in India and abroad , taking around 4000 sessions and interacting with more than 24,000 participants/ trainees .**

In-house at Talent Sigma’s Coaching Centre, segments handled:

- General Awareness
- Group Discussion
- Personal Interview
- Personality Development

Publications:

• ***Books*** –

- Bank Interview for Sure Success
- General Awareness
- General Awareness for Banking and Finance

• ***Articles*** –

- “Matching Training Methods with Learning Styles”
Volume III, Issue X, October 2014 IJLTEMAS ISSN 2278 - 2540
International Journal of Latest Technology in Engineering, Management & Applied Science (IJLTEMAS) [UGC listed]
- “Impact of Trainee Characteristics & Organizational Climate on Training Effectiveness: A study in a financial organization in India”
International Journal of Applied Business and Economic Research
Volume15: Number 18:2017 [Scopus Listed]
- “A Study on Factors Influencing Training Effectiveness”
International Journal on Current Innovation Research
ISSN: 2395 – 5775, Vol.14, No.2 2019 [Scopus listed]
- “Effective Training Delivery- A Study of Key factors ”
Research Paper presented in “Personnel Focus”
A Journal of National Institute of Personnel Management
March 2019, Vol 14, Issue No.3 pp-11-19
- “Diplomacy only solution to Indo-China Conflict” Prameya English, 30.06.2020

- “The Complete Person” Prameya English, 16.07.2020
- You Too Can Be a Leader By Acquiring Leadership Traits, IJLTEMAS, September, 2020
- Training Effectiveness- Study of Key factors, Psychology and Education(2020), 57(9):1015-1021,ISSN:00333077

YouTube Channel: https://www.youtube.com/channel/UCe1fx_I3W-Un4RLHCFETLtw

Dr. Paresh Chandra Mohanty
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