

CURRICULUM VITAE

Param Srikantia, Ph.D.

<https://www.bw.edu/academics/bios/srikantia-param>

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EDUCATION

Ph.D. 2001 Weatherhead School of Management
Case Western Reserve University
Major Field: Organizational Behavior
Dissertation: *The Architecture of Human Greatness*

Ph.D. tuition and living expenses fully funded through teaching/research assistantships and fellowships awarded by the National Science Foundation, United States Agency for International Development (USAID), Case Western Reserve University, and Arthur Andersen LLC.

M.A. 1994 Tippie College of Business
University of Iowa
Major Field: Business Administration

Tuition and living expenses fully funded through teaching/research assistantships and fellowships awarded by the Department of Management & Organizations, University of Iowa.

M.A. 1987 Tata Institute of Social Sciences
Major Field: Personnel Management & Industrial Relations
Secured the Second Rank in the University

The Tata Institute of Social Sciences was among the top **two** schools for Human Resources Management in India and admitted 25 students annually out of a national applicant pool of around 3000 candidates in 1985.

M.A. 1985 Department of Applied Psychology
University of Mumbai
Major Field : Industrial Psychology
Secured the First Rank in the University

B.A. 1983 St. Xavier's College, Mumbai
Major Field : Psychology

In a ground-breaking decision, the faculty at the college had me deliver several modules of senior-level courses in Psychology, Political Science and Anthropology even as a sophomore at St. Xavier's College. I was also invited to deliver seminars to doctoral students in Psychology at the University of Mumbai as an undergraduate student at St. Xavier's College.

Scholarly Publications

- **Srikantia, Param.** 2021. Tojo Thatchenkery: Concept champion, engaged educator and passionate practitioner. In D. Szabla, W. Pasmore & M. Barnes (Eds.). *The Palgrave Handbook of Organizational Change Thinkers: 1729-1749*. New York. Palgrave MacMillan.
- Thatchenkery, Tojo. & **Srikantia, Param.** 2021. Phil Mirvis: Fusing radical humanism and organizational spirituality in a boundaryless career. In D. Szabla, W. Pasmore & M. Barnes (Eds.). *The Palgrave Handbook of Organizational Change Thinkers: 1125-1142*. New York. Palgrave MacMillan.
- Parameshwar, Sangeeta, **Srikantia, Param.** & Heineman-Pieper, Jessica. 2009. Poverty alleviation in international development: A Case for resurrecting the human as subject. *Vikalpa*, 34 (2): 1-14.
- **Srikantia, Param.** & Parameshwar, Sangeeta. 2008. Spiritual anchors in the troubled waters of globalization: A philosophical framework for global organizing. *The International Journal of Interdisciplinary Social Sciences*, 2(6): 223-234.
- Krentzman, Amy., **Srikantia, Param.**, Chiechi, J., Dang, V., Ellington, M., Gattis, M., Gruber, D., Kuwahara, N., Lee, G. P., Segundo, L. 2005. Threats to the beleaguered administrator: Love, mission, and camaraderie. *Reflections: Narratives of Professional Helping*, 12(2): 76-85.
- **Srikantia Param.** & Fry, Ronald. 2000. Appreciative capacity building: Self-referential technology of organizational and community transformation, *Global Social Innovations*, Winter 2000, 1(3): 38-48.
- **Srikantia, Param.** & Bilimoria, Diana. 1997. Isomorphism in organization and management theory, *Organization and Environment*, 10(4): 384-406.
- **Srikantia, Param.** & Pasmore, William. 1996. Conviction and doubt in organizational learning. *Journal of Organizational Change Management*, 9(1): 42-53.
- **Srikantia, Param.** & Parameshwar, Sangeeta. 1995. Organizations of the future: Portraits and emerging trends. *Journal of Psychological Practice*, 1(4): 202-215.

Scholarly Presentations

- Rassooly, Ariana. & **Srikantia, Param.** 2023. Realigning management with social justice: A case for exploring the hidden levers of transformation. Paper presented at the Management & Social Justice Conference, New School, New York City.
- **Srikantia, Param.**, Rubaker, Kara & Rassooly, Ariana. 2023. Searching for the missing pieces in healthcare's quality assurance/quality management puzzle. Paper presented at the Management & Social Justice Conference, New School, New York City.

- **Srikantia, Param.** 2022. Five paths to enlightened presence: Being the candle that lights other candles. Presentation at the Professional Development Workshop, “Enhancing group mindfulness and coherence: Practices for connectedness and celebrating differences” at the annual meeting of the Academy of Management, Seattle.
- **Srikantia, Param.** 2021. The manager as enlightened presence. Presentation at the Professional Development Workshop, “The art and practice of consciousness-based transformation” co-chaired by Srikantia, Param & Thatchenkery, Tojo at the annual meeting of the Academy of Management.
- **Srikantia, Param.** 2021. Mental health impact of the pandemic on human alienation. Presentation at the Professional Development Workshop, “Applications of mindfulness in a post-pandemic era” co-chaired by **Srikantia, Param** & Thatchenkery, Tojo at the annual meeting of the Academy of Management.
- **Srikantia, Param.** 2018. Under the canopy of eastern wisdom: The mentor as an enlightened presence. Paper presented at the symposium “An architecture of mentoring: integrating global wisdom & diverse perspectives for wellbeing” co-chaired by Thatchenkery, Tojo & **Srikantia, Param.** at the annual meeting of the Academy of Management, Chicago.
- **Srikantia, Param.** 2012. Structural violence in the conversion from informal to formal economies”. Presentation at the Professional Development Workshop “Formal & informal economies” at the Academy of Management, Boston.
- Heineman-Pieper, Jessica & **Srikantia, Param.** 2011. Appreciative inquiry as a challenge to sustainability. Paper presented at the annual meeting of the Academy of Management, Dallas.
- Heineman-Pieper, Jessica & **Srikantia, Param.** 2011. The failure of western “development” and the accession of alternative futures. Presentation at the Professional Development Workshop, “Imagining otherwise: Postcolonial critique and the search for alternative futures” at the annual meeting of the Academy of Management, Dallas.
- **Srikantia, Param.** 2010. Spiritual and mystical pathways to transcending the stalemate in American health care”. Presentation at the symposium “Restoring health to U.S. health care: A Critical and Spiritual Synthesis” at the annual meeting of the Academy of Management, Montreal.
- **Srikantia, Param.** 2010. Psychological effects of the economic collapse: Cross disciplinary perspectives from alienation theory. Presentation at the Professional Development Workshop, "Non-economic dimensions of financial meltdown: A multidisciplinary analysis of subterranean dynamics” at the annual meeting of the Academy of Management, Montreal.
- **Srikantia, Param** & Heineman-Pieper, Jessica. 2009. Voices of transformational leaders. Presentation at the Professional Development Workshop, “Critical difficulties for critical teachers: Injecting critical perspectives into the business classroom” at the annual meeting of the Academy of Management. Chicago.

- Kucinich, Elizabeth & **Srikantia, Param**. 2008. The mystery of the monetary system: The unseen hand in the environmental debate. Presentation at the All-Academy Symposium “Sustainability: The questions we must ask - but are afraid to look at and act on” at the annual meeting of the Academy of Management, Anaheim.
- **Srikantia, Param**. 2008. The loss of ‘being’ in the pursuit of global economic gain. Presentation at the Professional Development Workshop “ Game changing questions: Seeking futures outside a development paradigm” at the annual meeting of the Academy of Management, Anaheim.
- **Srikantia, Param** & Heineman-Pieper, Jessica. 2007. Excellence in transnational knowledge work: Lessons from a counter-establishment global social change organization. Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- **Srikantia, Param** & Parameshwar, Sangeeta. 2006. Applying appreciative inquiry to poverty alleviation at an international financial institution. Paper presented at Business as an Agent of Global Benefit, a conference jointly organized by the Academy of Management and The United Nations Global Impact, Cleveland.
- **Srikantia, Param**, Rea, Peter and Parameshwar, Sangeeta. 2005. The World Social Forum: Leveraging spiritual capital to combat global domination by financial capital. Paper presented at the annual meeting of the Academy of Management, Honolulu.
- Rea, Peter & **Srikantia, Param**. 2004. The art of strategic leadership: Coping with globalization. Paper presented at the annual meeting of the Academy of Management, New Orleans.
- Parameshwar Sangeeta, Rea, Peter & **Srikantia, Param** (2004). Exploring spiritual wealth: A theoretical voyage. The submission was one of only three submissions identified as having outstanding publishable potential by the MSR Interest Group and featured in the invitation-based session “Developing publishable research submissions in Management, Spirituality and Religion”, at the annual meeting of the Academy of Management, New Orleans.
- Case, Susan, **Srikantia, Param** & Parameshwar, Sangeeta. 1998. Factors influencing TQM implementation in dual work-force knowledge work environments: An integrative framework. Paper presented at the annual meeting of the Academy of Management, San Diego.
- Bilimoria, Diana and **Srikantia, Param**. 1995. Sustainability: The new horizon of organizational excellence. Paper presented at the Inter-divisional Conference of the Academy of Management, Cleveland.
- Freeman, Everette, Salipante. Paul, Weisinger, Judy & **Srikantia, Param**. 1995. Balancing traditionality and change in minority volunteer network development: In-reach and outreach strategies. Paper presented at the annual meeting of the Academy of Management, Vancouver.

- Freeman, Everette, McKelvey, Jean & **Srikantia, Param**. 1995. African-American participation in industrial relations and human resource faculty careers. Paper presented at the National Conference of the Industrial Relations Research Academy (IRRA). Washington D.C.

Books

1. Srikantia, Param (2010). *The architecture of human greatness: Alternative visions for leadership in a global era*. VDM Verlag Dr. Müller. Saarbrücken, Germany.
2. Srikantia, Param (book in-progress). “*The thorny road to enlightenment: Ten awakenings for emotional wellness in a world falling apart*”.

Invited Presentations & Applied Scholarship

This section lists a variety of presentations that represent the culmination of processes of scholarship outlined in the four components of the Boyer Model including the scholarship of discovery, integration, teaching, and application.

Invited Presentations & Applied Scholarship (January 2024-August 2024).

1. *Integrating Emotional Intelligence & Emotional Wellness: Integrating Eastern & Western Perspectives*. Seminar presented at the America’s IT Summit at Bendix Corporation. August 2024.
2. *Antidotes to Emotional Poisons of Daily Life*. Presentation at the wellness grand rounds, Cleveland Clinic Foundation. June 2024.
3. *Leadership: An Inward Pilgrimage*. Keynote address delivered at the graduation ceremony of the Cleveland Federal Board Community Leadership Institute. June 2024.
4. *Reinvigorating Workplaces through Transformative Conversations*. Presentation to the Human Resources Leadership Group (HRLG). June 2024.
5. *Six Awakenings: The Art of Being a Healing Presence*. Keynote address delivered at the annual retreat for VA Northeast Ohio Healthcare System’s Home-based Primary Care team. May 2024.
6. *Eastern Perspectives on Mental Health*. Presentation at the wellness initiative at Nationwide Insurance. May 2024.
7. *The Hidden Levers of Performance Breakthroughs*. Presentation to the performance management consulting firm, RADCOM Inc. April 2024.
8. *Enlightened Leadership & the Conscious Workplace*. Presentation to the Society for Human Resources Management (SHRM), Cleveland Chapter. January 2024.

Invited Presentations & Applied Scholarship (January 2023- December 2023)

1. *The Art of Enlightened Leadership: The Sequel*. Presentation at the Cleveland Cavaliers leadership program. November 2023.
2. *Emotional Intelligence & Enlightened Presence*. Keynote address delivered at the Cleveland Federal Community Leadership Institute (CFCLI). November 2023.
3. *Abundance in a World of Manufactured Scarcity*. Presentation to the Baldwin Wallace University Alumni group “Cashennials”. November 2023.
4. *Managing Stress, Anxiety & Fear in Knowledge Work*. Keynote address delivered at the STERIS Corporation Research & Development Global Summit. September 2023.
5. *The Enduring Relevance of Consciousness-based Transformation*. Keynote address delivered at the NTL Institute at the annual meeting. July 2023
6. *Reinvigorating Workplaces through Transformative Conversations*. Presentation at the annual Erie Insurance Learning Symposium. July 2023.
7. *Cultivating a Healing Presence in Turbulent Times*. Presentation at the grand rounds Cleveland Clinic Foundation. June 2023.
8. *Multicultural Awakenings & the Conscious Workplace*. Keynote address delivered at the AAPI multicultural celebration. Omnicom Group, May 2023.
9. *Reigniting Workplaces through Transformative Conversations*. Presentation at the marketing department townhall meeting at Sherwin Williams. April 2023.
10. *The Art of Enlightened Leadership*. Presentation at the Cleveland Cavaliers leadership program. January 2023.

Invited Presentations & Applied Scholarship (January 2022- December 2022)

1. *Embracing Enlightenment at Work*. Keynote address delivered at the Federal Reserve Bank of Cleveland Annual Information Technology Summit. November 2022.
2. *Transformational Awakenings for Organizational Greatness*. Keynote address delivered at the annual meeting of the Cleveland Firefighters Union Credit Union. October 2022.
3. *Beyond the Agony & Ecstasy of Everyday Life*. Presentation at the grand rounds Cleveland Clinic Foundation. September 2022.

Invited Presentations and Applied Scholarship (January 2021-December 2021)

1. *Why Life Sucks: Living Powerfully in a Pandemic World*. Presentation to a townhall meeting of the American Society for Training & Development, (renamed Association for Talent Development (ATD). December 2021.

2. *Emotional Wellness in a World Falling Apart*. Presentation to Ellucian, a global educational software company. September 2021.
3. *Thriving in Chaos*. Keynote address at the Veterans Administration Mental Health Summit. September 2021.
4. *Experiential Understanding of Mindfulness: Self-care for Healthcare Professionals*. Presentation at the Veteran's Administration (VA) Annual Social Work Symposium. September 2021.
5. *Properties of the VUCA World: Mental Health Implications*. Presentation at the Annual Social Work Symposium, Veteran's Administration. September 2021.
6. *Embracing Enlightenment at Your Workplace*. Presentation to NEO business professionals hosted by the Baldwin Wallace MBA Program. July 2021.
7. *Six Dimensions of Emotional Wellness: An Eastern Perspective*. Presentation at the Spirituality/Religion in Mental Health Care Conference, Veteran's Administration, Palo Alto, CA. May 2021.
8. *Beyond Emotional Intelligence*. Presentation at the 'Vision 2021: Leadership Development Institute', Veterans Administration, April 2021.
9. *Mindful Presence for Caregiving in a VUCA World*. Presentation (virtual) at the Annual Social Workers Retreat, "Out of the Box Social Work Interventions: Creative Additions to the Social Worker's Toolbox", Veterans Administration, Palo Alto, CA. March 2021.
10. *The Art of Consciousness-based Transformation. Ultra-brief Interventions for Caregiver Resiliency*. Presentation (virtual) at the Annual Social Workers Retreat, "Out of the Box Social Work Interventions: Creative Additions to the Social Worker's Toolbox", Veterans Administration, Palo Alto. CA. March, 2021.
11. *Embracing Enlightenment at the Workplace*. Presentation at a web-based townhall meeting for managers and staff at AirAsia, Kuala Lumpur. February, 2021.
12. *Being an Enlightened Presence in a VUCA World*. Presentation at the Virtual Scientific Conference of STERIS Corporation. January 2021.

Invited Presentations and Applied Scholarship (January 2020-December 2020)

1. *From Competency Development to Consciousness-based Transformation*. Presentation at the global human resources group townhall meeting at MPhasis, a global software company. December 2020.
2. *Enjoying the Lightness of Being*. Presentation at a global webinar for the Discover Oneness Foundation. October 2020.
3. *Waiting for Aladdin to Light your Lamp?* Presentation at a global webinar. Discover Oneness Foundation. October 2020.

4. *If Not Me, Then Who?* Presentation at “Quest”, the annual meeting of the Federal Reserve Bank of Cleveland. September 2020.
5. *Caregiving and Mindfulness in a Volatile, Uncertain, Complex and Ambiguous (VUCA) World.* Presentation to behavioral health counselors & social workers. Cleveland Clinic Foundation. September 2020.
6. *East-West Dynamics: The Mystical Dance.* Presentation at a global webinar with Srikantia, Jessica. Discover Oneness Foundation. August 2020.
7. “*The Nonsense of Wisdom: An Indian Khichdi*”. Presentation at a global webinar for the Discover Oneness Foundation, July 2020.
8. *Transcending Success & Failure.* Presentation at a global webinar, Discover Oneness Foundation. July 2020.
9. *The Art of Compassionate Parenting.* Presentation at a global webinar, Discover Oneness Foundation. July 2020.
10. *The Anatomy of Alienation: Causes and Cures for a Global Epidemic.* Presentation at a Continuing Medical Education (CME) credit seminar Cleveland Clinic Foundation. June 2020.

Invited Presentations and Applied Scholarship (January 2019- December 2019)

1. *The Emotional Architecture of Intimate Relationships.* Presentation at employee wellness grand rounds at the Cleveland Clinic Foundation. December 2019.
2. *Balancing Caregiving with Self Care.* Presentation to managers and staff at Jones Day, the global law firm. November 2019.
3. *The Art of Overcoming Inner Obstacles.* Presentation at the Cleveland Federal Employees Leadership Development Program. May 2019.
4. *Why Life Sucks: Coping with Transitions.* Full day seminar at the United States Department of Agriculture, Washington DC headquarters. April 2019.
5. *Why Life Sucks.* I was among only eight presenters selected from 220 applicants who competed to audition at **TEDX Syracuse University** for the TEDX event with the theme “Shift”. The talk was recorded on Saturday, April 6, 2019 and posted July 15, 2019 joining a global community of TED and TEDX presenters. Now available on TED.COM for viewing.
6. *Consciousness-based Transformation for Creativity in an R&D Context.* An ensemble of eight half-day presentations delivered at the R&D facility of Sherwin Williams between August 2018 and March 2019.
7. *The Art of Compassionate Parenting.* Presentation at the corporate headquarters of Nestle USA in Solon, Ohio, televised in their offices at Washington DC. March 2019.

8. *Mystical Breakthroughs for Entrepreneurial Creativity*. Presentation at Launch U, a program organized by the Center for Innovation & Impact, Oberlin College & Conservatory. January 2019.

Invited Presentations and Applied Scholarship (January 2018- December 2018)

1. *Personal Resilience & Organizational Change*. Presentations at the Office of Development & Alumni Affairs, Oberlin College & Conservatory. June & July 2018.
2. *Why Life Sucks*. Presentation at the annual departmental retreat for the Finance Department and the Treasurer's Office of University Hospitals. June 2018.
3. *Release the Pressure*. Presentation at the Cleveland Federal Leadership Development Program, May 2018.
4. *The Caregiving Conundrum*. Keynote address delivered at the Cleveland Clinic's Annual Health Sciences Award Ceremony. May 2018.
5. *Personal Resilience in Turbulent Times*. Presentation to company engineers and staff at General Electric (GE), Neela Park that was videotaped by GE for broadcasting to their offices at other international locations. May 2018.
6. *Unite Our Vision by Working Together*. Keynote address delivered at the annual meeting of the federal government's Defense Finance and Accounting Services (DFAS). May 2018.
7. *The Inward Pilgrimage of Personal Growth*. Presentation to the mentors and students enrolled in the enrichment program run by the educational non-profit Minds Matter in Cleveland, Ohio. April 2018.
8. *Overcoming Anger, Stress and Anxiety*. Presented a full day seminar for the Institute of Management Studies (IMS), Toronto to senior managers of 40 Canadian companies and received a mean rating of 6.8 on a 7.0 scale, making it the most successful IMS seminar at Toronto in the past five years. March 2018.
9. *Mindfulness for Human Resources Professionals*. Presentation at the annual retreat of the human resources department, Federal Reserve Bank of Cleveland. March 2018.
10. *Mindfulness in Management*. Presentation at the Ohio Association of Student Financial Aid Administrators (OASFAA), at their annual director's retreat in Columbus. February 2018.
11. *The Entrepreneur as Enlightened Presence*. Presentation at the Launch U program organized by the Center for Innovation & Impact, Oberlin College & Conservatory. January 2018.

Invited Presentations & Applied Scholarship (January 2017- December 2017)

1. *Leadership Lessons for Women*. Presentation to the affinity group, 'GE Women in Management', General Electric Company (GE). October 2017.
2. *Mindfulness: A Step Beyond Emotional Intelligence*. Presentation at 'Quest', the annual retreat of the Federal Reserve Bank of Cleveland. September 2017.
3. *Leadership Lessons for Women*. Presentation to the organizing committee for the annual 'GE Women in Management' retreat at the General Electric Company (GE). July 2017.
4. *Overcoming Internal Barriers to Success*. Presentations to two cohorts of high school students exploring careers in healthcare from the Boys and Girls Club of America and Boys Hope, Girls Hope. June & July 2017.
5. *Mindfulness Techniques in Coping with Grief*. Presentation at the annual retreat of the divisions of Pediatric Hematology and Oncology, Cleveland Clinic Foundation. June 2017.
6. *Uniting Our Voices and Speaking Together*. Keynote address delivered at the annual diversity celebration, NASA Glenn Research Center. May, 2017.
7. *It's Time to Make Your Move*. Keynote address delivered at a Cleveland Federal Leadership Board meeting, May 2017.
8. *Mindfulness Revolution in Medicine*. Presentation at the physician grand rounds to Internal Medicine physicians, Cleveland Clinic Foundation in a seminar approved for Continuing Medical Education (CME) credit. April 2017.
9. *Mindfulness-based Treatment Approaches to Enhance Patient Care Experiences*. Presentation at the Cleveland Clinic Foundation (CCF), Bunts Auditorium. Televised at all satellite CCF hospitals in the Cleveland area and in Florida. Seminar approved for Continuing Education Units (CEU) credit. February 2017.
10. *Mindfulness-based Treatment Approaches to Enhance Patient Care Experiences*. Presentation at the Cleveland Clinic Foundation Lutheran Hospital. Approved for CEU credit. February 2017.

Invited Presentations & Applied Scholarship (January 2016- December 2016)

1. *Caregiving and the Mindfulness Revolution*. Presentation at the grand rounds of the Case Western Reserve School of Medicine. December 2016.
2. *Celebrating Multiculturalism: Food for Thought*. Keynote address delivered at the Multicultural Day Celebrations at the NASA Glenn Research Center. November 2016.

3. *Caregiving and the Mindfulness Revolution*. Presentation to healthcare professionals at the Veteran's Administration Medical Center (VAMC). October 2016.
4. *Beyond Emotional Intelligence: The Manager as Enlightened Presence*. Designed and delivered five full day seminars in Boston, Chicago, Toronto, Pittsburgh, Cincinnati, San Francisco and Cleveland for the Institute of Management Studies (IMS), an international training organization that features thought leaders on leadership and management. Achieved participant ratings of 6.5 to 7.0 on a 7.0 point scale on *effectiveness of speaker* and *value of content*. February 2016 to September 2016.
5. *Change Management and Personal Resilience*. Three full day seminars to Nurses and Nurse Administrators at Buckeye Health Plan, Sept-Oct 2016.
6. *The Meaning of Real Success*. Keynote address delivered at the annual graduation ceremony of the leadership program for the Cleveland Federal Leadership Institute (CFLDI). June 2016.
7. *The Art of Mindful Management*. Presentation at the Advisory Board Meeting (ABM) of the Institute for Management Studies (IMS). I was among five presenters selected internationally from several hundred thought leaders. Delivered this presentation to corporate associates and members of IMS drawn from 26 cities in Europe and North America, San Francisco. June 2016.
8. *Fostering Workplace Creativity*. Presentation at the Women in Bendix annual meeting, Bendix Corporation. May 2016.
9. *Inner Landscaping: Dealing with the Peaks and Valleys of Work life*. Keynote address delivered at the National Conference of Interior Landscaping Professionals, Longwood Gardens, Philadelphia. April 2016.
10. *The Architecture of Fraud: Psychological and Spiritual Perspectives*. Presentation at the Internal Auditors and Forensic Accountants and Fraud Examiners annual conference. February 2016.
11. *Why Life Sucks: Enjoying the Lightness of Being*. Presentation to new nurse supervisors at the Veteran's Administration Medical Center (VAMC), Cleveland Veteran's Administration (VA). January 2016.
12. *Why Life Sucks: Enjoying the Lightness of Being*. Presentation to the affinity group, Women in Forest City at Forest City Enterprises. January 2016.

Invited Presentations & Applied Scholarship (Prior to August 2009)

1. *Leadership in an Era of Economic Despair*. Presentation at the PLANET Green Industry Conference, Louisville. November 2009.
2. *Global Voyages*. Presentation at the PLANET Green Industry Conference, Louisville. November 2009.
3. *Leadership Breakthroughs in a Global Era*. Presentation at the PLANET Green Industry Conference, Louisville. November 2008.
4. *Learning from Nature: Peaks, Valleys and Plains of Leadership*. Presentation at the PLANET Green Industry Conference, Louisville. November 2008.
5. *Teaching Business Students to Question the International Monetary System: Critical Inquiry in the Graduate Business Classroom*. Presentation at the Annual Convention of the American Monetary Institute, Chicago. September 2006.
6. *The Architecture of Breakthroughs in an Era of Globalization*. Presentation at the global conference, "Rubber in The Americas: Impulses for a Resilient Strategy", Pittsburgh. August 2006.
7. *Conflict and Consensus in Orientation to Social Change: The Role of the World Bank*. Respondent at the Fourth Annual Hermen D. Stein Lectureship in International Social Welfare. Mandel School of Applied Social Sciences. October 2001.
8. *Debunking the Myth of International Development: Toward a Radical Reconstruction of International Realities*. Inaugural Session at the Organizational Excellence Program, sponsored jointly by a cooperative arrangement between the United States Agency for International Development and the Weatherhead School of Management for leaders of international organizations. New York.
9. *North-South Inter-organizational Partnerships: The Underlying Dynamics*. Presentation at the Executive Program in Global Social Change, sponsored jointly by the United States Agency for International Development and Case Western Reserve University for leaders of global social change organizations drawn from 25 countries. Alabama.
10. *Developing Managerial Competence*. Presentation to the participants of the exchange program for European Managers sponsored by the Cocoa Cola Foundation and Case Western Reserve University held at the Weatherhead School of Management.
11. *Shifting Our Paradigms and Expanding our Capacity for Action*. Presentation at the Executive Certificate Program in Global Social Change, sponsored jointly the United States Agency for International Development and Case Western Reserve University for leaders of global social change organizations drawn from 30 countries. Alabama.
12. *Expanding Our Horizons as Leaders: An Ontological Approach to Personal and Organizational Capacity Building*. Presentations made to participants from African, Asian, European, South American and U.S. based non-governmental organizations

(NGOs) at the Conference on Inter-organizational Partnerships sponsored by United States Agency for International Development. Harare, Zimbabwe.

13. *Application of Appreciative Inquiry to Inter-organizational Partnership Formation*. Presentations made at the conference On Capacity Building sponsored jointly by United States Agency for International Development and the GEM Initiative, Case Western Reserve University. Harare, Zimbabwe.
14. *Appreciative Inquiry and Transformational Leadership*. Presentation to international women global social change leaders from 25 countries sponsored by CEDPA, an international NGO. Washington D.C.
15. *Competencies of Superior Performing Engineers and Scientists*. Presentation to managers in engineering companies in the workshop “Business Skills for Engineers” organized by the School of Engineering, Case Western Reserve University.

List of Op-eds Published

(1-16 co-authored with Elliot Srikantia).

1. Global Conflict, Pain & Psychological Armageddon. November 2023
<https://www.cleveland.com/opinion/2023/11/global-conflict-pain-and-psychological-armageddon-param-and-elliott-srikantia.html>
2. What’s Holding America Back? October 2023
<https://www.cleveland.com/opinion/2023/10/whats-holding-america-back-param-and-elliott-srikantia.html>
3. The Crisis of Strategic Leadership. September 2023
<https://www.cleveland.com/opinion/2023/09/the-crisis-of-strategic-leadership-param-and-elliott-srikantia.html>
4. Rediscovering Abundance in a World of Manufactured Scarcity. July 2023
<https://www.cleveland.com/opinion/2023/07/rediscovering-abundance-in-a-world-of-manufactured-scarcity-param-and-elliott-srikantia.html>
5. The Best Kept Secret of Healthy Parenting. June 2023
<https://www.cleveland.com/opinion/2023/06/the-best-kept-secret-of-healthy-parenting-param-and-elliott-srikantia.html>
6. Restoring Community in an Individualistic America. April 2023
<https://www.cleveland.com/opinion/2023/04/restoring-community-in-an-individualistic-america-param-and-elliott-srikantia.html>
7. The Art of Unleashing the Unexpected. March 2023
<https://www.cleveland.com/opinion/2023/04/restoring-community-in-an-individualistic-america-param-and-elliott-srikantia.html>

8. Inner Transformation and the Conscious Workplace. February 2023
<https://www.cleveland.com/opinion/2023/02/inner-transformation-and-the-conscious-workplace-param-and-elliott-srikantia.html>
9. Quiet Quitting and the Motivational Crisis. Dec 2022
<https://www.cleveland.com/opinion/2022/12/quiet-quitting-and-the-motivational-crisis-param-and-elliott-srikantia.html>
10. The Lingering Effects of Unconscious Parenting. Nov 2022
<https://www.cleveland.com/opinion/2022/11/the-lingering-effects-of-unconscious-parenting-param-and-elliott-srikantia.html>
11. Healing the Inner Civil War of our Soul. Sept. 2022
<https://www.cleveland.com/opinion/2022/09/healing-the-inner-civil-war-of-our-soul-param-and-elliott-srikantia.html>
12. Seeing with Fresh Eyes on the Road to Transformation. Aug 2022
<https://www.cleveland.com/opinion/2022/08/dont-take-life-for-granted-on-the-road-to-enlightenment-param-and-elliott-srikantia.html>
13. Dignity in Everyday Life is the True Measure of Development. July 2022
<https://www.cleveland.com/opinion/2022/07/dignity-in-everyday-life-is-the-true-measure-of-development-param-and-elliott-srikantia.html>
14. Economics and the roots of America's Existential Angst. May 2022
<https://www.cleveland.com/opinion/2022/05/economics-and-the-roots-of-americas-existential-angst-param-and-elliott-srikantia.html>
15. The Emotional Poisons of Everyday Living. April 2022
<https://www.cleveland.com/opinion/2022/04/the-emotional-poisons-of-everyday-living-param-and-elliott-srikantia.html>
16. Are you a Prisoner of Your Unconscious Mind? March 2022
<https://www.cleveland.com/opinion/2022/03/are-you-a-prisoner-of-your-unconscious-mind-param-and-elliott-srikantia.html>
17. Reigniting Workplaces Through Transformative Conversations January 2022
<https://www.cleveland.com/opinion/2022/01/reigniting-workplaces-through-transformative-conversations-param-srikantia.html>
18. The Hidden Value of Shattered Dreams. December 2021.
<https://www.cleveland.com/opinion/2021/12/the-hidden-value-of-shattered-dreams-param-srikantia.html>
19. Protecting Our Children from Manufactured Ignorance. October 2021.
<https://www.cleveland.com/opinion/2021/10/protecting-our-children-from-manufactured-ignorance-param-srikantia.html>

20. Has America Created Its Own Frankenstein Monster? September 2021
<https://www.cleveland.com/opinion/2021/09/has-america-created-its-own-frankenstein-monster-param-srikantia.html>

21. The American Crisis of Compassion. August 2021
<https://www.cleveland.com/opinion/2021/08/the-american-crisis-of-compassion-param-srikantia.html>

22. Embracing Enlightenment at Your Workplace. June 2021
<https://www.cleveland.com/opinion/2021/06/embracing-enlightenment-at-your-workplace-param-srikantia.html>

23. The Magic Pill of Unconditional Love. May 2021
<https://www.cleveland.com/opinion/2021/05/the-magic-pill-of-unconditional-love-param-srikantia.html>

24. Why Are Smart People Stupid? April 2021
<https://www.cleveland.com/opinion/2021/04/why-are-smart-people-stupid-param-srikantia.html>

25. That One Person You Just Can't Stand. February 2021
<https://www.cleveland.com/opinion/2021/02/that-one-person-you-just-cant-stand-param-srikantia.html>

26. Finding Our Inner Center in the New Year. January 2021
<https://www.cleveland.com/opinion/2021/01/finding-our-inner-center-in-the-new-year-param-srikantia.html>

27. How is Your Mind Sabotaging You? November 2021
<https://www.cleveland.com/opinion/2020/11/how-is-your-mind-sabotaging-you-param-srikantia.html>

28. Being an Enlightened Presence in a World Falling Apart. October 2020
<https://www.cleveland.com/opinion/2020/10/be-an-enlightened-presence-in-a-world-falling-apart-param-srikantia.html>

29. Transforming Anger into Self-Awareness. September 2020.
<https://www.cleveland.com/opinion/2020/09/transforming-anger-into-self-awareness-param-srikantia.html>

30. Awaken to Your Hidden Potential in the Midst of COVID-19. July 2020.
<https://www.cleveland.com/opinion/2020/07/awaken-to-your-hidden-potential-in-the-midst-of-covid-19-param-srikantia.html>

31. Is Talk of Racism Making You Angry? June 2020
<https://www.cleveland.com/opinion/2020/06/is-talk-of-racism-making-you-angry-param-srikantia.html>

32. Five ways to Know If I am Growing (or Not) During the Coronavirus Lockdown. May 2020
<https://www.cleveland.com/opinion/2020/05/5-ways-to-know-if-you-are-growing-or-not-during-the-coronavirus-lockdown-param-srikantia.html>

33. Getting to Really Know Your Parents. March 2020
<https://www.cleveland.com/opinion/2020/03/getting-to-really-know-your-parents-before-they-die-param-srikantia.html>

34. The Silent Epidemic of the Ego. February 2020
<https://www.cleveland.com/opinion/2020/02/the-silent-epidemic-of-ego-param-srikantia.html>

Teaching & Professional Seminars

Professor, Carmel Boyer School of Business, Baldwin Wallace University

2007– present Professor (Tenured), Carmel Boyer School of Business, Baldwin Wallace University. Promoted in Rank for a second time in 2017 after a full review.

2001 – 2007 Associate Professor, Carmel Boyer School of Business, Baldwin Wallace College.

Teaching a variety of courses in the MBA program and the undergraduate program with excellent evaluations, typically 4.75 and higher on a 5-point scale with glowing student comments.

Designed and delivered multiple renditions of groundbreaking public seminars attended by over 30K participants for the Baldwin Wallace MBA Association and Baldwin Wallace Office of Alumni Relations: August 2012-December 2019.

- *Why Life Sucks: Enjoying the Lightness of Being*
- *The Success of Failure & the Failure of Success*
- *The Art of Compassionate Parenting*
- *Beyond the Ecstasy of Love & The Agony of Relationships*
- *The School as Factory: Protecting Your Children from Manufactured Ignorance*
- *Beyond Management*
- *Discovering Your Deeply Hidden Potential*
- I have also developed and taught four new interdisciplinary courses multiple times for the Honors Program at BW:
 - *The Crisis of Modernity*
 - *The Anatomy of Alienation: A Global Epidemic*
 - *The Architecture of Human Greatness*
 - *The Art of Paradigm Busting.*
- I have been ceremonially honored several times by students in the Honors Program as the Professor who made the most important contribution during their years at BW. Nominated multiple times by student athletes for honorable mention at the games as an

influential faculty member. Received awards from student groups like Circle K and the sorority Delta Zeta. Recipient of the Faculty Excellence Award by the Beta Upsilon Chapter of the Alpha Sigma Lambda, the Honor Society for Adult Learners.

- Elected Faculty Chair of the Division of Business Administration for Fall 2004 and Spring 2005.

Courses Taught:

Graduate courses

MGT 501 Systems Management & Organization Theory
 MGT 509 Global Leadership
 MGT 657 Managing Change, Creativity & Innovation
 MGT 640 International Management

Undergraduate courses

MGT 451 Management Strategy
 MGT 409D Behavioral Theories of Business
 MGT 405 Leadership Excellence
 MGT 305 Individual Development Plan
 MGT 205 Introduction to Management
 FYE 100 The Anatomy of Alienation
 FYE 100 The Art of Paradigm Busting
 FYE 100 The Architecture of Human Greatness
 FYE 100 The Crisis of Modernity

**Visiting Professor, Schar School of Government & Policy, George Mason University.
 Organizational Development & Knowledge Management (ODKM) Graduate Program**
 August 2011-December 2021

- Taught courses in Organizational Development & Knowledge Management, Organizational Development Capstone, and Leadership & Social Change.

Seminar Leader & Faculty, Institute of Management Studies (IMS)
 February 2016-February 2018

- I was invited by the Institute of Management Studies (IMS), an international training organization that features renowned thought leaders in management to deliver seminars to Fortune 1000 companies in the U.S., Canada and Europe. The seminars in Boston, Chicago, Cleveland, Pittsburgh, Cincinnati, and Toronto represented a unique kind of education that invoked globally diverse and inter-disciplinary methods for unleashing human potential in organizations.
- Seminar Topics:
 - Beyond Emotional Intelligence: The Art of Being an Enlightened Presence
 - The Art of Mindful Management
 - Overcoming Anger, Stress & Anxiety
- Achieved participant ratings between 6.5 and 7.0 on a 7.0 point scale for both value of content and effectiveness of speaker.

- Based on participant evaluations, I was selected among six thought leaders invited to address their Advisory Board Meeting consisting of business leaders from 26 countries across the US, Canada and Europe.

Founder, Why Life Sucks (Self-employed)

January 2012- Present

Why Life Sucks is an ensemble of talks, seminars and transformational awakenings that integrate global wisdom traditions like Zen with the behavioral sciences. With 300K participants and counting, it is a revolutionary methodology that educates and entertains in a climate of joyous transformation with a focus on delivering breakthroughs in leadership, creativity, emotional intelligence, emotional wellness, organizational transformation, conflict resolution and employee engagement.

Delivered keynotes and seminars to several organizations including:

Arhaus, Bendix, Cleveland Cavaliers, Cleveland Clinic Foundation, Department of Veteran's Affairs (VA), Energy BBDO & Omnicom Group, Erie Insurance, Ellucian, Federal Reserve Bank, General Electric Co., Hyland Software, Jones Day, Lincoln Electric, Nationwide Insurance, Nestle, NASA, Northwestern Mutual, NTL Institute, Oberlin College & Conservatory, PPG Industries, Sherwin Williams, Smuckers, Steris, United Way, United States Department of Agriculture (USDA), USAID Projects, Unilever and the World Bank Group.

Consultant (Full Time), The World Bank Group

January 2001-August 2001

- Developed two proposals for thematic workshops on Civic Engagement and Participation in Macroeconomic Planning for the national leadership of several countries in Europe, Central Asia and the African Region. Prepared background materials, case studies and designed substance and process details for the workshops attended by Cabinet and Finance Ministers of the countries.

Lead Instructor, Weatherhead School of Management, Case Western Reserve University

June 1997 – May 2001.

- Promoted to Lead Instructor and given independent responsibility for delivering the flagship Managerial Competency Assessment & Development course for the MBA Program at the Weatherhead School of Management. Led a team of 3-5 facilitators for eight semesters. The course is a semester long experience bringing together conceptual readings, experiential exercises, 360-degree feedback and educational testing in a self-directed learning process designed to promote the development of 22 critical managerial competencies associated with superior performance in organizations. My instructor ratings were among the highest ever recorded in the ten years that the course had been in existence.

Facilitator, Weatherhead School of Management, Case Western Reserve University

August 1995 – June 1997

- Assisted the Lead Instructor in the delivery of the core MBA Course on Managerial Competency Assessment and Development, providing ongoing coaching, facilitation and lecturettes to learning groups of 18-20 students while selectively delivering plenary level

- presentations. Facilitated eight consecutive semesters, promoted to Lead Instructor in June 1997 (see above).

Teaching Assistant, Weatherhead School of Management, Case Western Reserve University August 1994 – July 1995

- Provided teaching support and graded papers for MBA Courses in Organizational Behavior and Organizational Analysis for four semesters; Fall 1994, Spring 1995, Summer 1995 and Spring 1996.

Program Officer, Global Excellence in Management (a partnership organization between United States Agency for International Development & Case Western Reserve University). January 1995 – July 1999.

Designed and delivered workshop sessions and facilitated group learning processes at 15 international workshops sponsored by the United States Agency for International Development (USAID). These workshops were focused on building organizational capacity in strategic planning, change management and inter-organizational partnerships among non-governmental organizations (NGOs) in over 75 countries. I was among four workshop leaders who traveled around the world delivering the programs to communities and organizations. Facilitated sessions and delivered plenary presentations to participants at the following learning events:

- Organizational Excellence Program, Mohonk, New York, 2000.
- Executive Certificate Program in Global Social Change, Alabama, 2000.
- Inter-organizational partnerships and Capacity Building Workshop, Calcutta, India, 1999.
- Capacity Building and Partnership Workshop, Harare, Zimbabwe, 1999.
- Executive Certificate Program in Global Social Change, Alabama, 1999.
- Executive Certificate Program in Global Social Change, Washington D.C., 1998.
- Capacity Building and Partnership Workshop, Harare, Zimbabwe, 1998.
- Executive Certificate Program in Global Social Change, Seabrook, 1998.
- Executive Certificate Program in Global Social Change, Seabrook, 1997.
- Multinational Strategic Alliance Workshop, New Delhi, India, 1996.
- Executive Certificate Program in Global Social Change, Puerto Rico, 1996.
- Executive Certificate Program in Global Social Change, Cleveland, 1996
- Organizational Excellence Program, Mohonk, New York, 1996.
- Organizational Excellence Program, Mohonk, New York, 1995.

Co-authored the strategic plan for the GEM Initiative through a participatory process involving extensive consultation with the consumers and market segments being served by the organization, carried out research projects on capacity building and designed program evaluation strategies.

Instructor, Department of Management & Organizations, University of Iowa
August 1992 – July 1994

- Delivered the core undergraduate course on Administrative and Operations Management to two sections of 40-50 students for five consecutive semesters: Fall 1992 to Spring 1995.

Instructor, Jamnalal Bajaj Institute of Management, University of Mumbai

June 1991 – June 1992.

- Delivered the Personnel Management Course in the MBA Program that was rated among the top three in the nation. Each year only 50 students were admitted to this selective MBA Program out of a national pool of 10,000 applicants.

Instructor, S.P. Jain Institute of Management, Narsee Monjee Institute of Management and Chetana Institute of Management

June 1989 – June 1991

- Delivered courses in Personnel Management, Research Methodology, Organizational Behavior and Administrative Management at the MBA Program of the University of Mumbai at three of its business schools. The SP Jain Institute of Management is nationally ranked among the top business schools in India.

Business & Nonprofit Experience**Consultant (Full Time), The World Bank Group**

January 2001-August2001

- Developed two proposals for thematic workshops on Civic Engagement and Participation in Macroeconomic Planning for the national leadership of several countries in Europe, Central Asia and the African Region. Prepared background materials, case studies and designed substance and process details for the workshops attended by Cabinet and Finance Ministers of the countries.

Professional Internship, Arthur Andersen LLP.

May 1994-May 1995

Authored the following professional monographs for Arthur Andersen & Co., Illinois, in a project designed to upgrade their consultants' expertise through an analysis of the academic and professional literature in the following areas:

- Strategic Planning: An Overview
- Organizational Development and Change
- Development Managerial and Leadership Skills
- Organizational Design

Personnel Manager, Unilever Group in India

June 1991 – July 1992.

- Led a ten-member departmental team in designing and delivering human resource development interventions on conflict resolution, career planning, personal growth, supervisory skills and quality management for a work force of 2500 employees in the principal manufacturing facility of the Unilever Group in India, the country's largest multinational corporation.

Head, Human Resources, American Cyanamid Company of India

October 1988 – April 1991.

- Awarded **three in-company corporate recognition awards** for pioneering work in organizational change management. I was featured as a "Frontrunner" in India's leading business magazine, Business India in recognition of my innovative work.

- Developed and implemented a multi-pronged organizational change intervention intended to support the firm's strategic business expansion plans through a network of 50 OD workshops and seminars covering 3500 employees at all levels of the organization.
- Designed four management development retreats for 60 upper and middle level managers on organizational transformation, competitive strategy, cost control and employee development.
- Facilitated a seven-day retreat for the CEO and the top management team on establishing innovative practices in the company in the areas of organizational development, organizational restructuring, management development, training, performance management and career management.
- Designed and instituted company-wide systems and practices through individual consultative meetings with over 60 managers in the areas of management development, performance appraisal, training, career planning, managerial selection, managerial job evaluation and team development.
- Authored the HR Policy Manual for the corporation.

Personnel Officer, Voltas Limited, Tata Group of Companies

June 1991 – July 1992.

- Established the Psychological Assessment Center in Voltas Limited, a large diversified Indian organization with a work force of 7000 members; this became the subject of a case study on innovative management practices documented by the Indian Institute of Management, Ahmedabad (IIM-A) and the business press in India.
- Conducted an extensive evaluation of the management development practices and made three presentations to the CEO and Vice Presidents of the company on strategic management development challenges facing the company. I was hired by the company as Corporate Personnel Officer at the end of the presentation.

Consulting Fieldwork Internships, Tata Institute of Social Sciences

January 1985 – December 1987.

- Completed consulting projects involving organizational diagnosis and action planning for the following corporations in India: Cadbury's (organizational climate and workforce alienation), Otis Elevators (organizational culture), Siemens (managerial leadership styles), May & Baker (employee participation), Imperial Chemical Industries (employee grievance management), Voltas Limited (talent management) and National Electronic Company (management by objectives).

Other Research Positions & Experiences

Investigator, National Science Foundation Grant January 1996 – December 1997.

- Developed a Total Quality Management (TQM) transformation model (presented as a co-authored paper at the annual meeting of the Academy of Management Conference 1998) focusing on TQM in knowledge work environments through a comprehensive literature review and analysis of TQM data collected at the NASA Glenn Research Center, Cleveland.

Program Evaluation Officer, Global Excellence in Management (a partnership organization between United States Agency for International Development and Case Western Reserve University. January 1995 – July 1999.

- Carried out research on organizational capacity building among international development organizations in nearly twenty-five countries, an effort that culminated in a co-authored working paper for the Social Innovations in Global Management (SIGMA) journal.

Graduate Assistant, Department of Management & Policy Studies, Weatherhead School of Management, Case Western Reserve University August 1994 – January 1995.

- Participated in research design, instrument development, data collection and analysis and co-authored papers presented at the annual meeting of the Academy of Management on two major research projects in the department.

Action Research, Cadbury's India August 1984 – August 1985.

- Conducted a year long research study on Organizational Climate and Alienation at Cadbury's, the nation's largest chocolate factory with a sample of 300 shop floor workers and supervisors. The research was the subject of my dissertation completed in partial fulfillment of the M.A. in Industrial Psychology, University of Mumbai.

Other Research Experience:

Judge, Case Study Competition, Academy of Management: I was one of the Judges for the Academy of Management's, "Dark Side of Capitalism", International Case Study Competition convened by the Critical Management Studies Division. 2009.

Judge, Best Doctoral Dissertation Competition, Academy of Management: I was one of the Judges for the Academy of Management's, "Best Doctoral Dissertation" Competition convened by the Critical Management Studies Division. 2009.

Chair, Peer Reviewed Paper Proceedings for the Organizational Change and Development Division at the annual Academy of Management, New Orleans, 2004.

Scholarly Reviewer of papers submitted to the Organizational Change and Development Division, Academy of Management, 2003-2004, and for the *Journal of Management Education*, *Journal of Organizational Change Management* and *Action Research* for several years.

Miscellaneous Accomplishments

- Scripted and directed three management development video films that were screened at the annual meetings of the International Federation of Training and Development Organizations (IFTDO) and the Forum of Asian Managers, Manila.
- Featured by India's leading business magazine, Business India as a "Frontrunner" and hosted two popular television shows on Bombay Television.

Positions Held in Professional Associations

- Secretary General, Indian Society for Training and Development, Bombay Chapter, Bombay (1990 – 1991).
- Founding Member, Indian Association of Industrial Psychiatry, Bombay. 1987.
- Member, National Publicity Committee, Indian Society for Training and Development, Bombay (1990 – 1991).
- Convener, National Convention on "Innovation in Management", Bombay (1988 – 1989).