
Dr. Ratna Sinha – Fellow in Organizational Behavior (XLRI)

Overview

Dr. Ratna Sinha – Fellow in Organizational Behaviour –from XLRI, Jamshedpur, is a Leadership Coach with over 3 decades of experience as a HR seasoned leader –having worked in MNCs, and varied sectors such as FMCG, Super speciality Hospital, Heavy Equipment, Manufacturing, Mining and Metals. Is a counsellor and mentor. Developing and implementing initiatives around Diversity, Equity, Inclusion, Culture and Employee Experience are areas of her interest and expertise.

Current Role: (1 September 2023 till date).

Leadership and Life Coach, Management Consultant , OD specialist, Learning & Development, Behavioural Trainer , Teaching in Academic Institutes, POSH and Internal Committee, Women Empowerment, Leadership and Mentoring.

Enthusiast as a Moderator, Facilitator, Session panellist in different forums.

Preview with respect to Coaching and Development –

- Coach for the newly transitioning CHRO of a MNC into the new role with specific focus on navigating organizational culture and dynamics.
- Coach a team of professionals on the preparations for acquiring a new role during merger of a large multinational.
- As a Founder member of the Counselling Forum – Samarthyia at XLRI – JSR , coached XLRI MBA students to take on a mentors' role, to be a sounding board for school students in an attempt to reduce suicides in Jamshedpur, India
- Coach and counsel community students at our community (villages-Midnapur)

Preview of the experience journey: (August 1988 – August 2023)

- ✓ Have worked over 3 decades in the *Human Resource and Industrial Relations function playing the Leadership role as Head of HR for over 25 years*, having worked in MNCs, and varied sectors such as FMCG, Heavy Equipment, Manufacturing, Mining and Metals which had Site Offices and for S.E. Asian - Global projects.
- ✓ The last organization being a **Tata organization** being designated as **VP- HRM**, looking after HRM, Admin, as well responsible for Corporate Social Responsibility function (**CSR**).
- ✓ Overall In charge of *L &D in Management Development* in another large **Tata organization**.
- ✓ Enabling the reach to **multiple stakeholders** Labor Bodies, Government, Local Panchayats, District level Bodies, Community , Institutions, Partners, NGOs, Group Companies, Academia
- ✓ Additionally played the role of **Chief Ethics Counsellor**.
- ✓ An **evangelist of D.E&I** – championed leading the initiative on inclusivity whether it was for *Transgender community or affirmative section (underprivileged SC , ST group)*
- ✓ During the tenure of working have led *Women Empowerment Initiative*. Was the **Chairperson of Women Empowerment Cell –of a large MNC**
- ✓ Held the role of Chairperson of IC Committee (POSH), **continuing for a Tata organization** as well for a **Public Sector org.**
- ✓ **Founder member of Counselling Forum –‘Samarthyia’** at XLRI,. Coached XLRI MBA students to take on a mentors' role, to be a sounding board for school students in an attempt to reduce suicides in JSR.

Conference attended and Papers presented:

- Papers presented -Employees' participation in CSR and Job Outcomes at *Imperial College, London* 2016.
- Paper presented - Employees' participation, values and Job Outcomes at *IIM (C), Calcutta* 2016.

- Speaker, Moderator and Panelist at *CII, BCC&I, IIM's, XLRI (JSR), NIPM, ISTD and Institutional Conferences.*

Qualifications and Affiliations

- Fellow (Ph.D.)in Organizational Behaviour from XLRI Jamshedpur
- P.G. Hospital Management – IISWBM- Calcutta
- P.G.in PM & IR -XIIS
- B.Sc. from Jamshedpur Women's College
- **Certified as ACC, (International Coach Federation (ICF), USA ;Certified Gallup Strengths Coach**
- Certified in NLP (Neuro Linguistic Programming) , 16 PF, TA

Membership:

- Harvard Business Review Advisory Council- an opt-in research community of business professionals.
- Member of International Positive Psychology Association(IPPA)
- External IC Member (POSH), for a Tata organization and a Public Sector organization.
- Mentor – Wellness & Communities (BCC&I)
- Advisory Board Member of NSHM Journal of Management Applications and Research (NJMRA) (ISSN: 0975-2501). for NSHM Business School
- Managing Committee Member at BOPT
- Member of I.S.T.D.; Member of N.H.R.D. , Kolkata
- Founder Member of ICF Kolkata chapter
- Life Membership Calcutta Management Association, Ramakrishna Mission Institute of Culture.
- Member of Tollygunge Club- Kolkata, DKS sports Club, Calcutta Rowing Club

Awards: 'Women in Leadership Awards' - XIIS, 'Distinguished Alumni Award'- XIIS; Received number of recognitions at different forums

Interests & Hobbies: Reiki, Pets, Poetry writing, Playing guitar & synthesizer; Corp., Training, Academics (IIM) - Teaching

Personal detail:

- **Languages Known** : English, Hindi and Bengali; French – Basic
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