

MEENAKSHI KRISHNAN

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Executive Summary

Research Officer and Doctoral Researcher in Gender and Development Studies, with over 18 years of experience in leadership and organization development consulting having special expertise in designing and facilitating interventions for women's leadership, gender inclusive workplaces, organizational culture building, strategic HR, and personal transformation. Demonstrated skills in qualitative research, questionnaire design and scale development, project management, client engagement, training design and delivery. Have engaged at C-suite levels to design and deliver programs for audiences across levels in geographies such as Bahrain, Canada, India, Nigeria, Singapore, UAE and UK.

Educational Qualifications

Doctoral Candidate, PhD in Gender & Development, commenced 2018

Institute of Development Studies at University of Sussex, Brighton, UK

Project Title: Mainstreaming the Ethics of Care: A Study of the Maternity Benefits policy in India.

Master of Arts (Women's & Gender Studies), 2017

Indira Gandhi National Open University (IGNOU), India

PG Diploma in Personnel Management & Industrial Relations, 2002

Xavier Labour Relations Institute (XLRI), Jamshedpur, India

Bachelor of Arts (Hons.) Major: Psychology, 2000

Lady Shri Ram College for Women (LSR), Delhi University, India

Professional Associations

- Associate Fellow, Higher Education Academy, UK
 - Associate Certified Coach (ACC) accredited from International Coach Federation (2018). Over 140 hours of coaching and mentoring delivered in last 3 years
 - Certified practitioner of multiple psychometric instruments such as CEB's Occupational Personality Questionnaire (OPQ), CPP's Myers-Briggs Type Indicator (MBTI), and Hay Group's Emotional Competency Inventory. Proficient user of Hogan Assessments and Enneagram.
 - Completed until Phase 2 of Fellowship program from *Sumedhas – Academy for Human Context* along with Learning Theatre, Symbols and Gender and Identity process labs.
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Professional Experience

Institute of Development Studies, Brighton, UK

Role: Research Officer (Part-Time)

November 2020 onwards

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Design and conduct research projects within the Governance cluster with a focus on women's paid and unpaid care work, women-focused social protections, and Covid-19 response and recovery design. This includes conducting primary and secondary data collection, desk-based literature review, writing research reports, making conference presentations, and liaising with external agency partners, as necessary. Geographical focus is Asia and the Pacific.

Institute of Development Studies, Brighton, UK

Role: Research Officer (Short-term contract)

December 2018 – June 2019

Undertaken literature review, thematic analysis, writing and referencing for publications on women's economic engagement, balancing paid work with unpaid care work, family friendly policies, childcare and social protection.

Discovery Communications Networks, India

August 2016 – March 2019

Role: External Member, Internal Complaints Committee for Prevention of Sexual Harassment

Conducted bi-annual gender sensitization and Prevention of Sexual Harassment (POSH) training sessions. Facilitated and adjudicated related complaints and investigations.

OD Alternatives Consultancy Pvt. Ltd., Mumbai, India

August 2015 – April 2018

Role: Principal Consultant & Practice Head – Women's and Long-Term Leadership Journeys

Led Practice building with end-to-end responsibility for knowledge creation, business development, client engagement, design, facilitation and delivery of OD and Leadership Development interventions. Worked with marquee clients across Pharma, Banking & Financial Services, Manufacturing, Information Technology enabled service firms. Provided thought leadership to the firm's conceptual frameworks and offerings. Notable projects include:

- Year-long women's leadership development journey for 120 senior, high potential women at leading foreign bank.
- Personal development workshops for 250 Swachh Bharat Fellows, in partnership with TATA Trusts and Ministry of Drinking Water and Sanitation, Government of India.
- Assessment-cum-Development Centre for 170 middle managers of a leading financial services institution two years in a row.
- 8-month journey for top 30 leaders of nationally awarded, financial services advisory company.
- Values cascade and culture building intervention across 300 employees of a leading new age bank.
- Multi-touch point leadership journey for function heads of a Food products manufacturing company

Independent Organizational Development Consultant

February 2007 – December 2014

Worked with small and medium sized organizations across industries, advising clients on design and implementation of entire value chain of HR processes, people development strategy, culture building initiatives, 360-degree feedback and employee engagement interventions.

ICICI Bank Ltd., India

May 2002 – January 2007

Role: Chief Manager - HR

Handled entire gamut of HR functions including, campus recruitment, lateral hiring, induction, e-learning, managerial development, High Potential talent identification, leadership development, performance management, employee relations and HRIS reporting. Handled a Business HR team as

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Head - Employee relations, South India (2006-07). Worked as Executive Assistant to Head of HR (2003-04). Joined as Management Trainee and was promoted 3 times in 4 years, receiving the top rating consecutively each year.

Teaching Experience

Institute of Development Studies, Brighton, UK

October 2018 – May 2019

Role: Teaching Assistant

Supported Masters Students on core academic skill sessions, pastoral care, term paper writing and dissertation guidance. Facilitated professional skills sessions on time management, facilitation skills and working in cross-cultural teamwork. Co-facilitated prestigious Robert Chambers Participatory Skills in Action Research Workshops.

Institute of Management Technology, Hyderabad, India

since August 2017

Role: Visiting Faculty in Organizational Behaviour

Invited to deliver an annual lecture to over 200 postgraduate students on Transactional Analysis and Organizational Behavior.

Conference Presentations

- Paper presentation on *Care Mainstreaming Gendered Social Policy in India* at International Association of Feminist Economists (IAFFE) Annual Conference at Glasgow, Scotland, UK, June 27-29, 2019
 - Paper presentation on *Linking Family-Friendly Policies to Women's Economic Empowerment* at Conference of Thinkers, UNICEF, New York, April 17-18, 2019
 - Talk on *Gender Inclusive Leadership* at Tata Institute of Social Sciences, Centre for Social and Organizational Learning, Mumbai, May, 2017
 - Conference workshop on *Beyond Binary: Going beyond gender* at Microsoft Diversity & Inclusion Conference – Confluence, Hyderabad, May, 2017
 - Conference workshop on *Harnessing the Power Within* at Women's International Networking (WIN), India Conference, Mumbai, April, 2017
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Publications

Chopra, D.; Saha, A.; Nazneen, S. and Krishnan, M. (2020) *Are Women Not 'Working'? Interactions between Childcare and Women's Economic Engagement*, IDS Working Paper 533, Brighton: IDS

Chopra, D. and Krishnan, M. (2019) *Linking Family-Friendly Policies to Women's Economic Empowerment*, Evidence Brief, UNICEF: New York

Krishnan, M. (2017) *The Diversity Dividend*, Indian Management, monthly journal of All India Management Association.

Krishnan, M. (2016) *Women in Business Leadership*, ACE Dialogues, monthly magazine of Consumer Electronics and Appliances Manufacturers Association
