



ANEETA MADHOK, PhD, SHRM-SCP, PCC.

Dr. Aneeta Madhok, is Managing Director of Open Spaces Consulting in Mumbai, India. A global professional, HR systems expert, people person, creative thinker & writer, much sought after speaker, academican of repute, behavioral scientist and experienced trainer.

She draws upon ancient wisdom from India to throw light on modern day situations with clarity and conviction. Her approach has always been to create integrative and inclusive, holistic frameworks and perspectives for the work that she does. She is keenly interested in the ways that individuals integrate themselves with organizations and group dynamics in teams. In her research, teaching and consulting, Dr. Madhok looks for opportunities to translate management practice into theory and vice versa.

Aneeta has coached for over eighteen years, and professionally for the last ten years. With an emphasis in coaching for women in management boards, Aneeta also coaches CEO's, senior executives, and professionals who face significant challenges navigating fast changing environments. Aneeta's practice includes individual clients in several countries and varied professions. She is also a frequent speaker about and teacher of coaching skills around the country as well as a lead instructor for several workshops for the corporate. She partners with organizations in the design of OD interventions to build internal leadership potential.

Aneeta's competencies developed over 38 years of professional practice enable her to be a coach who touches and transforms lives and careers, and a trainer who actually transfers learning into the participants through proven methods and practices. A deep insight into people matters has resulted in high repeat demand for her personality profiling, coaching and skill building training services in the areas of emotional intelligence, performance management, and behavioral skills.

Dr. Madhok is a recipient of the British Chevening Scholarship from the U.K. Foreign & Commonwealth Office. She has received the award for Best Faculty in Management from Bombay Management Association as well as the Narsee Monjee Institute of Management Studies (NMIMS University). Her area of experience and expertise is in Human Resource and Organizational Development. Her acumen in Performance Management Systems, Behavioural Skills Training, Personnel Assessment, HRD Systems Design and Improvement has seen proven success for various multinational, large and small enterprises through innovative insights and solutions.

Dr. Madhok has received international certification from the International Coach Federation (PCC Level) and the gold standard in the HR profession (SHRM-SCP). She is also Certified Management Consultant and a Master Trainer for the 'Global Professional in Human Resources (GPHR) Certification' for the Society for Human Resources Management (SHRM).

Dr. Madhok qualified with an honors degree in Psychology from Delhi University and MBA in HRD from XLRI, Jamshedpur, followed by a PhD in Managerial Leadership from Punjab University in Chandigarh India. Her corporate career in India spanned over 12 years with the DCM Group's SRF Limited and, FMCG major, Marico Industries. Her work in academia from 1993 to 2007 included tenure as Dean of NMIMS University School of Business; plus Dean of the Center for Human Resources, SP Jain Center of Management in Singapore and Dubai. She has also had a long stint in HR with a large diversified group in North India and an FMCG major

She has conducted over 300 workshops and done over 900 hours of coaching with organizational leaders. She is accredited in the usage of The Leadership Circle, MBTI, FIRO-B, Thomas Profiling, Belbin Team Roles, Hogan Assessments, Erickson Coaching framework, SHRM Master Trainer and is a Fellow of Sumedhas Academy for Human Context.

She serves on the Board of Directors of Kahani Designworks, in addition to being the immediate past Chairperson of the Steering Committee of the CII Indian Women Network, Mumbai. Current and recent roles also include being the National Council Member of the Indian Society for Training and Development, Chairperson of the Skills Collegium of the Rustomjee Academy for Global Careers, and representative of Central Asian Region on the international education-rating agency Eduniversal.

She has served the management consulting profession as Chairperson of the International Council of Management Consulting Institutes (2009-2011), which has a presence over 50 countries, and earlier as President of Institute of Management Consultants of India.

Dr. Madhok has consulted to the International Labour Organisation and has interacted in several national and international professional fora. She holds life membership of the Indian Society for Training and Development, Bombay Management Association, and National HRD Network. Dr. Madhok is also a fellow the Sumedhas Academy for the Human Context. International memberships include Society for Human Resources Management, USA and Dubai Human Resources Forum.

Experience

Managing Director at Open Spaces Consulting (P) Limited

September 2008 - Present

Member, National Council, Indian Society of Training and Development

September 2020 – present

Member - International Scientific Committee at Eduniversal Project of SMBG France

November 2007 – Present

Chairperson and Member of Steering Committee, Maharashtra, of CII- Indian Women Network

May 2016 - 2020

Chairperson of Skills Collegium of Rustomjee Academy for Global Careers

January 2018 – December 2020

Chairperson at International Council of Management Consulting Institutes

September 2009 – October 2011

Advisor at CMC Committee, IMCI

April 2007 – March 2011

Member - Executive Committee at International Council of Management Consulting Institutes

September 2007 - September 2009

Visiting Faculty at S.P. Jain Center of Management, Singapore

April 2009 - May 2009

Dean - Center of Human Resources at S.P. Jain Center of Management, Dubai, Singapore

May 2007 - April 2008

Chairperson - Women in Management Convention committee at Bombay Management Association

April 2007 - April 2008

President at Institute of Management Consultants of India

April 2005 - March 2007

Dean - School of Business Management at NMIMS

2003 - 2007

Trustee from India on Board of ICMCI at ICMCI - International Council of Management Consulting Institutes

September 2002 - September 2007

Professor - Human Resources and Organizational Development at Narsee Monjee Institute of Management Studies

1993 - 2003

Research Scholar at Dept of Psychology, Punjab University

November 1987 - December 1991

Personnel Manager at SRF Limited

October 1981 - November 1987

Education

Institute of Integrative Nutrition

Integrative Nutrition Health Coach – Expect to receive certification shortly

International Coach Federation

PCC, Professional Certified Coach, 2018

ACC, Associate Certified Coach 2015-2018

SHRM

SHRM-SCP, Senior Certified Professional 2014

GPHR, Global Professional in Human Resources, 2008-2018

Manchester Business School

Senior Executives Leadership Program, 2002

Institute of Management Consultant of India

Certified Management Consultant, 1999

Punjab University

PhD, Psychology, 1987 – 1992

XLRI Jamshedpur

PGDip in IR/PM, 1979 - 1981

Lady Shri Ram College for Women

B.A. (Hons), Psychology, 1976 – 1979

Frank Anthony Public School, Delhi

ICSE, 1972 - 1976

Honors and Awards

Chevening Gurukul Scholar of the Foreign Commonwealth Office and British Council, 2002

Best Teacher in Management from Bombay Management Association in 2001

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Available on request:

1. References from clients and employers
2. List of publications